

REPORT
ON
SURVEY OF LABOUR CONDITIONS
IN
TANNING AND LEATHER
FINISHING FACTORIES
IN INDIA

1965-66



सत्यमेव जयते

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PREFACE

Ever since India entered the industrial field over a century ago, industrial labour in the country and its problems have been the subject of interest. From earlier emphasis on prevention of exploitation of labour, the interest has now shifted to providing them a fair deal and fuller opportunities. Surveys that bring out true conditions of labour provide a sound base to the present day approach to problems of labour in India, in the context of planned economic development of the country.

A detailed survey on a country-wide basis of the working and living conditions of industrial labour was conducted by the Labour Investigation Committee, appointed by the Government of India in 1944. The years that followed witnessed far-reaching changes in the set-up of the country, its basic policies and national objectives. As a result, the well-being of the working class came to be recognised as an essential factor in the long-term strategy for industrial advance and in the overall economic stability and progress of the country. The adoption of this policy has brought about a new awakening in the ranks of labour and has afforded them much relief in various directions through legislation and other measures.

In order to assess the impact of these measures on the industrial labour and to make an appraisal of their present conditions, a scheme for a comprehensive Survey of Labour Conditions was incorporated in the Second Five Year Plan. Its execution was entrusted to the Labour Bureau. The Survey was conducted according to a phased programme in 46 industries. This Report presents data regarding the Tanning and Leather Finishing Industry covered under the Scheme during 1965-66.

The present Survey differs considerably from similar investigations in the past in matters of design, scope and presentation of data. It has also certain distinguishing features. For example, it furnishes data separately for large and small establishments in various industries, makes a limited study of labour cost in relation to the benefits and amenities that the workers now enjoy, and provides first-hand information on certain important aspects of labour management relations. Attempt has also been made to collect and interpret data on certain conventional items in a more meaningful way. In the presentation of the data, the effort has been to reduce the information into quantitative terms so as to serve as a bench-mark for purposes of evaluation of changes at a future date. Recourse to general description has been resorted to only where the other type of treatment was not possible.

In a Survey of this magnitude, it was but natural that many problems had to be faced both in planning as well as execution. Most of these flowed from non-availability of up-to-date frames and absence or improper maintenance of records in many establishments. In many cases, the field staff had almost to build up the required statistics from various sources. This naturally imposed a heavy demand on the industrial managements canvassed and the Bureau is deeply indebted to them for their wholehearted co-operation. The co-operation and valuable assistance received from associations of

employers and workers, Labour Commissioners as well as Chief Inspectors of Factories and other officials of State Labour Departments is also gratefully acknowledged.

The debt of gratitude that I owe to the Central Statistical Organisation and the Chief Adviser of Factories* for evincing keen interest in the Survey and rendering technical advice on various matters is indeed great. I am also thankful to the Employment Division of the Planning Commission for examining the Schedule and Instructions and offering useful suggestions. I am equally grateful to the Bureau of Labour Statistics, U.S.A., Social Survey Division, Ministry of Labour and Social Service, U.K., Economics and Research Branch, Department of Labour, Canada, and Labour Statistics and Research Division, Ministry of Labour, Japan, whose advice was sought on several technical matters.

The primary responsibility for conducting the present round (fourth and final) of the Survey was borne by Dr. J. N. Mongia, Deputy Director, supported by other officers of the Bureau on various statistical problems arising out of the Survey. The preliminary draft of the Report was prepared by Shri Balwant Singh Bhola, Investigator Grade I, and was finalised by Shri Harbans Lal, Deputy Director, with the assistance of Shri H. B. L. Bhatnagar, Assistant Director, who was also responsible for supervising the manual tabulation of data. Part of the data relating to Survey of Labour Conditions in industries covered during the fourth round (1965-66) was for the first time tabulated by the Machine Tabulation Unit of the Labour Bureau, under the supervision of Shri Subir Kumar Gupta, Assistant Director, Sarvashri K. C. Sharma and Kuljit Singh. Computers, assisted in computation of data. The field investigations were carried out by Sarvashri Vijay Kumar Lohumi, George Jacob, R. K. Bhargava, R. K. Pillay, R. N. Tewari, G. S. Kochhar, Harish Prakash, L. K. Kanuga, L. D. Khanna, R. L. Khosla, K. N. Upadhyay, A. S. Parmar, Khajan Singh and M. P. Kanaujia, under the supervision of Sarvashri Mahesh Chandra, Padmakar Deshpande, Balwant Singh Bhola and R. N. Mondal. To all these I am deeply thankful.

The views expressed in this Report are not necessarily those of the Ministry of Labour, Employment and Rehabilitation (Deptt. of Labour and Employment), Government of India.

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Dated the 13th June, 1968.

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CHAPTER I

INTRODUCTION

1.1. *Growth and Location of the Industry*

The use of leather in India is from times immemorial and therefore, tanning was also known to the country in ancient days. India has always been rich in animal population. The number of cattle in India is by far the largest as compared to that in any other country in the world. Owing to the presence of lesser fat and wool or hair in Indian animals, due to natural causes and climatic conditions, hides and skins produced in India are of unique quality, many a time more valuable than their counterpart from other countries. Unlike other countries, India is unable to use all the skins and hides produced in the country. An exportable surplus, therefore, accrues every year which finds different users in foreign countries. To convert the surplus into proper value, it should be marketed abroad in as much finished a form as possible. Raw pelts, being animal matter, are highly putrefiable and perishable in nature. To make them usable, they have to be rendered unputrefiable. It is such rendering which is known as curing or tanning. The tanning industry comprises four types, viz., (1) organised tanneries producing finished vegetable leather, tanned buffalo leather and chrome-tanned upper leather, (2) tanneries producing vegetable tanned leather known to the trade as E. 2. Kips, E.2 tanned, etc., (3) small-scale chrome tanneries producing chrome-tanned upper leather, and (4) village tanneries producing vegetable tanned cow and buffalo leather and vegetable tanned leather from goat and sheep skins.

At present, leather is one of India's leading foreign exchange earners and among the world's leather exporting countries India occupies third position. During 1965-66, the value of the total shipments of tanned hides and skins stood at Rs. 28.22 crores and that of raw hides and skins at Rs. 9.85 crores.* The industry has made good progress during the last few decades and is keeping abreast of modern developments. Apart from the industry being an important earner of foreign exchange, there is increasing domestic utilization of tanners' produce within the country, following the rapid growth and industrialization under the Five Year Plans which steadily increased the purchasing power of the common man.

Statement 1.1 shows State-wise distribution of Tanning and Leather Finishing factories in India and the number of workers employed therein during 1965.

Judged from the number of persons employed, the Industry is mainly concentrated in Madras and Uttar Pradesh which account for about 52 and 20 per cent. of the total average daily employment respectively. Madras is leading in respect of number of factories

*Source : The Commerce (December, 1966)

STATEMENT 1.1

State-wise Distribution of Tanning and Leather Finishing Factories in India and Average Daily Employment therein during 1965

State	Number of Factories	Average Daily Employment
1	2	3
1. Andhra Pradesh	50 (11.5)	1,189 (6.7)
2. Bihar	3 (0.7)	507 (2.9)
3. Gujarat	4 (0.9)	115 (0.7)
4. Jammu and Kashmir	2 (0.4)	143 (0.8)
5. Madhya Pradesh	1 (0.2)	21 (0.1)
6. Madras*	232 (53.2)	9,086 (51.5)
7. Maharashtra	18 (4.1)	1,058 (6.0)
8. Mysore	2 (0.5)	320 (1.8)
9. Orissa	3 (0.7)	113 (0.6)
10. Punjab	2 (0.5)	31 (0.2)
11. Uttar Pradesh	37 (8.5)	2,609 (29.5)
12. West Bengal	79 (18.1)	1,558 (7.7)
13. Delhi	3 (0.7)	88 (0.5)
Total	136 (100.0)	17,638 (100.0)

*Nagaland and Tamil Nadu with effect from 14th January, 1969.

Note: Figures within brackets indicate percentages to total.

Source: Annual Returns received under the Factories Act, 1948.

also as about 53 per cent. of the total number of factories are located there. West Bengal comes next having about one-fifth of the factories, followed by Andhra Pradesh and Uttar Pradesh.

1.2. Genesis of the Survey

The first comprehensive survey of conditions of labour in various industries in India, on a country-wide basis, was conducted by the Royal Commission on Labour during 1929—31. Its report and findings formed the basis of various ameliorative measures introduced by the Government in the labour field. After a lapse of over a decade, i.e., in 1944, the Government of India appointed another Committee, viz., the Labour Investigation Committee, to enquire into the conditions of labour in all important industries. The Committee conducted detailed investigations in 38

industries (including Tanning and Leather Goods Factories) during 1944-45 and, besides a main report on labour conditions in general, published individual reports in respect of various industries. These reports proved to be a useful source of information required for the formulation of labour policy. The years that followed witnessed many changes of far-reaching significance. For instance, many legislative measures were adopted to improve working and living conditions and several schemes were introduced for promoting welfare and social security of workers. The setting up of the adjudication machinery also led to improvement in conditions of work and wages in various industries. Above all, the attainment of Independence by the country in 1947 gave a new status to the working class. In view of these developments, the Ministry of Labour and Employment, Government of India, as well as the Planning Commission considered it necessary that a fresh comprehensive survey of labour conditions in various industries should be conducted so that it may be possible to assess the effects of the various measures adopted in the past and to obtain a precise picture of the existing conditions and problems of labour for purposes of deciding the future course of action. Consequently, a scheme for the conduct of a Survey of Labour Conditions was included in the Second Five Year Plan, and the Labour Bureau was entrusted with its execution. The scheme drawn up by the Labour Bureau envisaged the coverage of 46 selected industries according to a phased programme in four rounds. The Tanning and Leather Finishing Industry was not surveyed as a separate industry by the Labour Investigation Committee during 1944-45, presumably because this industry was not considered to be so important at that time. However, since the industry has developed significantly now and employs about 18 thousand workers, it was considered desirable to include it in the scope of the present Survey. As such, Tanning and Leather Finishing Industry was covered as one of the 18 industries during the fourth round of the Survey of Labour Conditions.

1.3. *Scope and Design*

A note given as Appendix to this Report spells out the details relating to the sample design and method of estimation adopted for the Survey. In view of the absence of a complete list of all Tanning and Leather Finishing factories in the country, the scope of the Survey was restricted to factories registered under the Factories Act, 1948. Since the list of registered factories during 1963 which was used as the frame (except in case of Maharashtra and Andhra Pradesh for which the list related to the year 1962) indicated that these factories had pockets of concentration, it was considered desirable to plan the Survey in such a manner that separate estimates become available for each such pocket of concentration. Accordingly, Madras* and Uttar Pradesh were treated as separate centres for purposes of the Survey. All other factories scattered in the remaining States and the Union Territories were clubbed together to form the Residual Group. Earlier investigations had indicated the existence of wide variations in the conditions and standard of welfare and amenities, etc., in the establishments of different size-groups in various industries. It was, therefore, felt that it would be useful to collect data separately for establishments of different sizes. It was accordingly

*Named Tamil Nadu with effect from 14th January, 1969.

decided that, for the purposes of the Survey, Tanning and Leather Finishing factories may be divided into two size-groups—large and small. For this purpose, the cut-off point chosen was 40 which was approximately equal to the average size of employment per factory.

As regards the sample size, 25 per cent. of the large and 12.5 per cent. of the small size factories were considered to be adequate to yield reliable results. However, in the course of the Occupational Wage Survey (1958-59) conducted by the Bureau, it was noticed that a large number of sampled units could not be canvassed either because of their changing the line of production or because some of them went out of business before they could be canvassed. In order to safeguard against the possible shrinkage of the sample size due to the above-mentioned contingencies, the sample size was enlarged in the light of the above experience and on the basis of a study of closures for the past few years as revealed by the annual list of registered Tanning and Leather Finishing factories. The sampling fraction ultimately adopted was 34.9 per cent. for the large factories and 25.3 per cent. for the small factories. Statement 1.2 shows the number of Tanning and Leather Finishing factories together with the number of workers employed therein (a) in the frame, (b) in the sample, and (c) in the sample actually covered.

STATEMENT 1.2

Number of Tanning and Leather Finishing Factories and Workers Employed therein in the Frame, Sample, etc.

Centre	In the Frame (1953)		In the Sample Selected		In the Sample Ultimately Covered	
	Number of Factories	Number of Workers Employed	Number of Factories	Number of Workers Employed	Number of Factories	Number of Workers Employed
1	2	3	4	5	6	7
1. Madras	207	7,936	56 (27.1)	2,786 (35.1)	11 (21.3)	2,465 (31.1)
(a) Large Factories ..	47	1,351	16 (34.0)	1,881 (13.3)	13 (27.7)	1,724 (39.6)
(b) Small Factories ..	160	3,585	40 (25.0)	902 (25.2)	31 (19.4)	741 (20.7)
2. Uttar Pradesh ..	24	3,833	11 (32.4)	1,223 (31.9)	11 (32.4)	1,223 (31.9)
(a) Large Factories ..	26	3,626	9 (34.6)	1,171 (32.4)	9 (31.6)	1,174 (32.4)
(b) Small Factories ..	8	207	2 (25.0)	49 (23.7)	2 (25.0)	49 (23.7)
3. Residual	157	4,871	44 (28.0)	1,660 (34.1)	37 (23.6)	1,415 (29.0)
(a) Large Factories ..	33	2,911	12 (36.4)	1,132 (38.9)	9 (27.3)	965 (33.2)
(b) Small Factories ..	124	1,960	32 (25.8)	528 (26.9)	28 (22.6)	450 (23.0)
4. All India	398	16,640	111 (27.9)	5,669 (34.1)	92 (23.1)	5,103 (30.7)
(a) Large Factories ..	106	10,888	37 (34.9)	4,190 (38.5)	31 (29.2)	3,863 (35.5)
(b) Small Factories ..	292	5,752	74 (25.3)	1,479 (25.7)	61 (20.9)	1,240 (21.6)

NOTE—Figures within brackets are percentages to respective total in the Frame.

From the figures given in the Statement (1.2) it would be seen that the Survey ultimately covered nearly 23 per cent. of the factories which accounted for about 31 per cent. of the workers employed in the Industry. Since only those factories fell in the sample which featured in the frame and as it was not possible to take account of the new factories which came into being up to and during the period of the Survey, the information given in this Report should be treated to relate to the factories which were in existence during the period to which the frame relates (1962-63) and which continued to exist till the time of the Survey (1965-66).

The data for the Survey were collected by the field staff of the Labour Bureau by personal visits to the sampled establishments. With a view to testing the schedule and instructions prepared for the Survey as also to impart practical training to the field staff, a pilot enquiry was conducted in September-October, 1959, before taking up the first round of the main Survey of Labour Conditions Scheme in December, 1959. On the basis of the experience gained in the pilot enquiry, the schedule and instructions were suitably revised. However, the schedule* used for collection of the required information in the fourth round differed from that used in earlier three rounds. Since the information pertaining to absenteeism, labour turnover, pay periods and earnings was already being collected under other schemes of the Bureau, viz., Occupational Wage Survey, Annual Survey of Industries, etc., it was decided not to collect such information under the fourth round of the Survey of Labour Conditions Scheme and hence the schedule was revised accordingly. Some minor changes in the block relating to Works Committees were also carried out.

The field investigations were launched in April, 1965 and completed in February, 1966. Hence, the information collected, except where specifically mentioned, should be treated to relate to the period of the Survey, i.e., 1965-66.

*The schedule used for the Survey has been published in the Report on Survey of Labour Conditions in Artificial Manure Factories in India.

CHAPTER II

EMPLOYMENT

During the course of the present Survey, with a view to ensuring comparability as well as uniformity of statistics collected from different sampled establishments, data pertaining to employment were collected as on a fixed date, i.e., March 31, 1965. The Survey results show that on this date the estimated total number of workers employed in the Tanning and Leather Finishing factories registered under the Factories Act, 1948, was 18,757. This estimate differs from the statistics furnished under the Factories Act, 1948 (i.e., 17,638) for the year 1965. The main reason for the difference between the two figures is that whereas the former includes even those workers who, though employed in registered factories, were not deemed to be covered under the Factories Act, the latter figure does not take such employees into account. Besides, the former figure relates to a particular point of time while the latter represents the average daily employment during the year.

2.1. *Composition of the Working Force*

2.1.1. *Distribution by Broad Occupational Groups*

For the purposes of the present Survey, the internationally accepted classification* of workers was followed, according to which the workers have been classified into the following categories:—

- (a) Professional, Technical and Related Personnel.
- (b) Administrative, Executive and Managerial Personnel.
- (c) Clerical and Related Workers (including Supervisory).
- (d) Production and Related Workers (including Supervisory).
- (e) Watch and Ward and Other Services.

Statement 2.1 gives details in respect of the number of workers in different occupational groups based on the above classification.

The Statement shows that a majority of the working force in the Industry belonged to the group 'Production and Related Workers (including Supervisory)', accounting for about 89 per cent. of the total. The percentage of workers belonging to this group did not vary widely from one centre to another, the range being from about 83 in Uttar Pradesh to about 91 in Madras. Persons employed as 'Clerical and Related Workers (including Supervisory)' followed the above group, though somewhat remotely, forming about 5 per cent. of the total. This was so in Madras and the Residual Group but not in Uttar Pradesh where persons engaged on 'Watch and Ward and Other Services' were next in importance to 'Production and Related Workers'. Those in the group 'Watch and Ward and Other Services' accounted for 4 per cent. of the total working force at the all-India level. The other groups constituted the rest of the working force.

*International Standard Classification of Occupations adopted by the I.L.O.

STATEMENT 2.1

Estimated Percentage Distribution of Workers† by Broad Occupational Groups in the Tanning and Leather Finishing Industry (31st March, 1965).

Centre	Total Number of Workers (Estimated)	Estimated Percentage of Workers in the Group				
		Professional, Technical and Related Personnel	Administrative, Executive and Managerial Personnel	Clerical and Related Workers (including Supervisory)	Production and Related Workers (including Supervisory)	Watch and Ward and Other Services
1	2	3	4	5	6	7
1. Madras	9,120	0.7	1.6	3.7	91.4	2.6
(a) Large Factories ..	4,605	0.7	0.8	3.8	91.1	3.6
(b) Small Factories ..	4,815	0.7	2.4	3.6	91.6	1.7
2. Uttar Pradesh ..	4,053	0.8	2.3	6.4	83.1	7.4
(a) Large Factories ..	3,886	0.7	2.0	6.1	84.1	7.1
(b) Small Factories ..	167	4.2	7.8	15.0	59.3	13.7
3. Residual	5,284	1.2	1.8	5.3	87.8	3.9
(a) Large Factories ..	3,427	1.8	0.6	6.8	85.7	5.1
(b) Small Factories ..	1,857	0.2	3.8	2.4	91.8	1.8
4. All India	18,757	0.9	1.8	4.7	88.6	4.0
(a) Large Factories ..	11,918	1.0	1.1	5.4	87.3	5.2
(b) Small Factories ..	6,839	0.6	2.9	3.6	90.9	2.0

2.1.2. Distribution of Workers by 'Covered' and 'Not Covered' under the Factories Act, 1948.

The Factories Act, 1948, defines 'worker' as "a person employed, directly or through any agency, whether for wages or not, in any manufacturing process, or in cleaning any part of the machinery or premises used for a manufacturing process, or in any other kind of work incidental to, or connected with the manufacturing process, or the subject of manufacturing process". During the course of the Survey, it was observed that there was no uniformity with regard to the interpretation of the above definition of worker and consequently, while some units had included certain categories of employees among those covered under the Factories Act, 1948, others tended to exclude them. Such workers as were not covered under the Factories Act formed a small percentage (i.e., about 4) of the total estimated employment in the Industry. Details of workers 'covered' and 'not covered' under the Factories Act, 1948, in different broad occupational groups are given in Statement 2.2.

† 'Covered' as well as 'Not Covered' under the Factories Act, 1948.

STATEMENT 2.2

Estimated Percentage Distribution of Workers by 'Covered' and 'Not covered' under the Factories Act, 1948 in the Tanning and Leather Finishing Industry
(31st March, 1965)

Centre	Professional, Technical and Related Personnel		Administrative, Executive and Managerial Personnel		Clerical and Related Workers (including Supervisory)	
	Covered	Not Covered	Covered	Not Covered	Covered	Not Covered
1	2	3	4	5	6	7
1. Madras ..	17.2	82.8	40.8	59.2	76.6	23.4
(a) Large Factories ..	12.5	87.5	31.4	68.6	96.6	3.4
(b) Small Factories ..	21.9	78.1	43.6	56.4	56.3	43.7
2. Uttar Pradesh ..	91.2	8.8	29.4	70.6	88.1	11.9
(a) Large Factories ..	88.9	11.1	30.4	69.6	97.5	2.5
(b) Small Factories ..	100.0	—	23.1	76.9	—	100.0
3. Residual ..	21.5	78.5	22.8	77.2	75.3	24.7
(a) Large Factories ..	22.6	77.4	50.0	50.0	81.6	18.4
(b) Small Factories ..	—	100.0	14.3	85.7	42.2	57.8
4. All India ..	34.4	65.6	32.7	67.3	79.5	20.5
(a) Large Factories ..	34.7	65.3	33.8	66.2	91.5	8.5
(b) Small Factories ..	33.3	66.7	32.0	68.0	47.9	52.1

Centre	Production and Related Workers (including Supervisory)		Watch and Ward and Other Services		Total	
	Covered	Not Covered	Covered	Not Covered	Covered	Not Covered
1	8	9	10	11	12	13
1. Madras ..	99.9	0.1	91.0	9.0	97.3	2.7
(a) Large Factories ..	100.0	—	100.0	—	98.7	1.3
(b) Small Factories ..	99.9	0.1	72.5	27.5	96.0	4.0
2. Uttar Pradesh ..	99.9	0.1	69.3	30.7	95.2	4.8
(a) Large Factories ..	99.9	0.1	70.4	29.6	96.2	3.8
(b) Small Factories ..	100.0	—	56.5	43.5	73.0	27.0
3. Residual ..	99.3	0.7	53.8	46.2	94.0	6.0
(a) Large Factories ..	99.0	1.0	57.5	42.5	94.0	6.0
(b) Small Factories ..	99.8	0.2	35.3	64.7	93.9	6.1
4. All India ..	99.8	0.2	72.1	27.9	95.9	4.1
(a) Large Factories ..	99.7	0.3	74.6	25.4	96.5	3.5
(b) Small Factories ..	99.9	0.1	60.6	39.4	94.8	5.2

It would be seen from the Statement that the percentage of workers 'not covered' under the Factories Act was the highest (about 67) in the group 'Administrative, Executive and Managerial Personnel', followed by 'Professional, Technical and Related Personnel' (about 66), 'Watch and Ward and Other Services' (about 28), 'Clerical and Related Workers (including Supervisory)' (about 21) and the lowest (0.2) in 'Production and Related Workers (including Supervisory)'. The proportion of the workers 'not covered' under

the Factories Act, 1948, was generally higher in small factories as compared to large ones. A further examination of the data has shown that, of the total number of 17,993 workers covered under the Act, about 92 per cent. belonged to the group 'Production and Related Workers (including Supervisory)' 4 per cent. to 'Clerical and Related Workers (including Supervisory)', 3 per cent. to 'Watch and Ward and Other Services' and 1 per cent. to 'Administrative, Executive and Managerial Personnel'. The proportion of 'Professional, Technical and Related Personnel' was found to be negligible.

2.2. Employment of Women

Employment of women, though not uncommon in this Industry, was not of significant proportion. The Survey results show that about one-fifth of the factories in the country employed an estimated total of 301* women and they constituted hardly 2 per cent. of the total workers employed. Statement 2.3 gives details regarding the percentage of factories employing women and percentage of women workers to the total workers in the Industry during March, 1965.

*Both covered as well as not covered under the Factories Act, 1948.

STATEMENT 2.3

Estimated Proportion of Women Workers in the Tanning and Leather Finishing Industry (31st March, 1965)

Centre				Total Number of Factories*	Percentage of Factories Employ- ing Women	Total Number of Workers†	Percentage of Women Workers (of Col. 4)	Percentage of Women Workers to the Total Number of Women Workers in the Industry
1	2	3	4	5	6			
1. Madras	153	32.5	9,420	2.6	79.7			
(a) Large Factories	35	76.9	4,605	3.4	84.3			
(b) Small Factories	118	19.4	4,815	1.7	72.4			
2. Uttar Pradesh	31	9.0	4,053	0.1	1.0			
(a) Large Factories	25	11.1	3,886	0.1	1.6			
(b) Small Factories	6	—	167	—	—			
3. Residual	140	10.4	5,284	1.1	19.3			
(a) Large Factories	30	22.2	3,427	0.8	14.1			
(b) Small Factories	110	7.2	1,857	1.7	27.6			
4. All India	324	20.7	18,757	1.6	100.0			
(a) Large Factories	90	40.4	11,918	1.6	100.0			
(b) Small Factories	234	13.1	6,839	1.7	100.0			

*'Covered' and 'Not Covered' under the Factories Act, 1948.

†This number does not tally with the number of factories in Statement 1.2. The difference is due to the fact that certain factories were found closed at the time of the Survey.

It will be seen from the Statement that about 80 per cent. of the total number of women workers were employed in Madras centre alone, nearly 19 per cent. in the Residual group and the rest in Uttar Pradesh. About 90 per cent. of the women workers belonged to the occupational group 'Production and Related Workers (including Supervisory)' and were employed as *mazdoors*, wool sorters and driers, etc. About 5 per cent. each of the women workers were in the categories 'Clerical and Related Workers (including Supervisory)' and 'Watch and Ward and Other Services' and they were employed as typists, stenographers, sweepers, etc. The main reasons adduced by the managements for the employment of women were light nature of work on which they were engaged and low rates of wages. None of the women employed in Uttar Pradesh was engaged as production worker.

2.3. Child Labour

None of the factories covered during the Survey was found to be employing child labour.

2.4. Time-rated and Piece-rated Workers

During the Survey, data were collected in respect of the distribution of 'Production and Related Workers' by method of payment, i.e., time-rated and piece-rated workers. Statement 2.4 gives the proportion of time-rated and piece-rated production workers employed directly and through contractors who were covered under the Factories Act, 1948.

STATEMENT 2.4

Estimated Percentage Distribution of Production and Related Workers in the Tanning and Leather Finishing Industry by Method of Payment (31st March, 1965)

Centre	Total Number of Production Workers*	Distribution of Workers into		Percentage Distribution of Workers by Sex and Method of Payment			
		Time- rated	Piece- rated	Men		Women	
				Time- rated	Piece- rated	Time- rated	Piece- rated
1	2	3	4	5	6	7	8
1. Madras ..	8,605	53.5	46.5	52.9	47.1	77.3	22.7
(a) Large Factories ..	4,197	73.7	26.3	74.1	25.9	62.9	37.1
(b) Small Factories ..	4,408	34.4	65.6	33.1	66.9	100.0	—
2. Uttar Pradesh ..	3,364	97.6	2.4	97.6	2.4	—	—
(a) Large Factories ..	3,265	97.6	2.4	97.6	2.4	—	—
(b) Small Factories ..	99	100.0	—	100.0	—	—	—
3. Residual ..	4,608	60.3	39.7	59.8	40.2	100.0	—
(a) Large Factories ..	2,906	52.4	47.6	52.0	48.0	100.0	—
(b) Small Factories ..	1,702	73.7	26.3	73.2	26.8	100.0	—
4. All India ..	16,577	64.4	35.6	64.1	35.9	81.8	18.2
(a) Large Factories ..	10,368	75.3	24.7	75.4	24.6	69.0	31.0
(b) Small Factories ..	6,209	46.2	53.8	45.2	54.8	100.0	—

*Includes both direct and contract labour covered under the Factories Act, 1948.

It would be seen from the Statement (2.4) that both the systems of payment were prevalent in the Industry but payment by time was more common as nearly 64 per cent. of the 'Production and Related Workers' in the Industry were time-rated and the rest were piece-rated. As among different centres, while an overwhelming majority of the workers (about 98 per cent.) were time-rated in Uttar Pradesh, about 54 per cent. belonged to that category in Madras. In the Residual Group, the proportion of time-rated workers was nearly 60 per cent. Since men constituted an overwhelming proportion of the working force, their distribution between time-rated and piece-rated workers was the same as for all workers in all the centres. But the position was different in case of women workers. In the Residual Group, all the women workers were time-rated whereas in Madras centre about 77 per cent. of the women workers belonged to this group. The remaining about 23 per cent. of the women workers in Madras centre were piece-rated and were employed in large factories only.

2.5. Contract Labour

The system of employing workers through contractors was not common in the Industry. It will be seen from Statement 2.5 that hardly 4 per cent. of the units in the Industry employed contract workers which formed about 1 per cent. of the total production workers. No contract labour was found to be employed in Uttar Pradesh, whereas in Madras such workers were employed in small factories only. Among large and small units, the proportion of contract workers was higher in small units both at the centre as well as all-India level. Contract labour was mainly employed on jobs like salting, drying, packing and loading and unloading of hides. The casual nature of work was reported to be the main reason advanced by the managements for employment of contract labour.

STATEMENT 2.5

Estimated Percentage of Factories Employing Contract Labour in the Tanning and Leather Finishing Industry (31st March, 1965)

Centre	Number of Factories	Percentage of Factories Employing Contract Labour	Total Number of Production Workers* in the Industry	Number of Workers Employed Through Contractors
1	2	3	4	5
1. Madras ..	153	2.5	8,605	33 (0.4)
(a) Large Factories ..	35	—	4,197	—
(b) Small Factories ..	118	3.2	4,408	33 (0.8)
2. Uttar Pradesh ..	31	—	3,364	—
(a) Large Factories ..	25	—	3,265	—
(b) Small Factories ..	6	—	99	—
3. Residual ..	140	5.4	4,608	162 (3.5)
(a) Large Factories ..	30	11.1	2,906	54 (1.9)
(b) Small Factories ..	110	3.8	1,702	108 (6.4)
4. All India ..	324	3.5	16,577	195 (1.2)
(a) Large Factories ..	90	3.7	10,368	54 (0.5)
(b) Small Factories ..	234	3.4	6,209	141 (2.3)

*Covered under the Factories Act, 1948.

Note:—Figures within brackets in column 5 are percentages to those in column 4.

2.6. System of Recruitment

The Survey has revealed that a majority of the workers (about 94 per cent.) in the Industry were found to have been recruited directly by the managements i.e., about 89 per cent. were recruited at the factory gate itself, about 4 per cent. through Labour Offices and about 1 per cent. through departmental heads. The remaining 6 per cent. of the employees in the Industry were found to have been recruited indirectly, their break-up being about 4 per cent. through Employment Exchanges and the rest through interviews, etc. A welcome feature was that recruitment through intermediaries was very little in this Industry. As regards the different centres, the position was, more or less, the same.

2.7. Employment Status

During the course of the Survey, information pertaining to the classification of directly employed 'Production and Related Workers' into different categories according to their employment status was collected and is presented in Statement 2.6. For purposes of classification of workers into permanent, temporary, probationers, *badlis*, casual and apprentices, the definitions, as contained in the Standing Orders framed under the Industrial Employment (Standing Orders) Act, 1946, or some of the State Acts, were relied upon. However, since these Acts apply to only those establishments which employ 100 or more workers, many of the factories had not framed such Standing Orders. In such cases, reliance had to be placed on the version of the managements.

STATEMENT 2.6
Estimated Percentage Distribution of 'Production and Related Workers' by Employment Status in the Tanning and Leather Finishing Industry
(31st March, 1965)

Centre	Total Number of Production Workers* (employed directly)	Percentage Distribution of Workers						
		Permanent Workers	Probationers	Temporary Workers	<i>Badlis</i>	Casual Workers	Apprentices	
							Paid	Unpaid
1	2	3	4	5	6	7	8	9
1. Madras ..	8,572	73.6	0.3	14.3	—	10.9	0.9	—
(a) Large Factories ..	4,197	78.4	0.5	11.7	—	9.3	0.1	—
(b) Small Factories ..	4,375	69.1	—	16.7	—	12.5	1.7	—
2. Uttar Pradesh ..	3,364	61.2	—	35.2	—	3.6	—	—
(a) Large Factories ..	3,265	60.6	—	35.6	—	3.8	—	—
(b) Small Factories ..	99	77.8	—	22.2	—	—	—	—
3. Residual ..	4,446	66.6	—	31.7	—	1.7	—	—
(a) Large Factories ..	2,852	72.8	—	24.6	—	2.6	—	—
(b) Small Factories ..	1,594	55.6	—	44.4	—	—	—	—
4. All India ..	16,382	69.2	0.1	23.3	—	6.9	0.5	—
(a) Large Factories ..	10,314	71.2	0.2	22.9	—	5.7	†	—
(b) Small Factories ..	6,068	65.8	—	24.1	—	8.9	1.2	—

*Covered under the Factories Act, 1948.

†Less than 0.05.

It is estimated on the basis of the results of the Survey that about 69 per cent. of the 'Production and Related Workers' in the Industry were permanent, about 23 per cent. temporary and about 7 per cent. casual. The rest of the workers consisted of probationers and paid apprentices. There was no system of engaging *badli* workers in the Industry. The proportion of permanent workers was about 74 per cent. in Madras, nearly 67 per cent. in the Residual Group and about 61 per cent. in Uttar Pradesh. Their proportion was higher in large factories as compared to small ones, except in Uttar Pradesh where it was lower. The percentage of temporary workers was the highest (about 35) in Uttar Pradesh and the lowest (about 14) in Madras centre. In the Residual Group, it was about 32. Workers were found to have been employed on a temporary basis more in small factories, with the exception of those in Uttar Pradesh where large factories had more temporary workers on their rolls. The proportion of casual workers was significant (about 11 per cent.) in Madras centre. Apprentices (paid) and probationers were employed in Madras centre only and there too in a very small proportion.

2.8. Length of Service

During the present Survey, a study of the distribution of workers according to their length of service was made in respect of 'Production and Related Workers' covered under the Factories Act, 1948, and employed directly by the managements. Wherever managements maintained records showing the date of appointment of their employees (e.g., service cards, leave records, etc.), the information was collected from such records, but in their absence, the version of the managements was relied upon. The data collected are presented in Statement 2.7.

STATEMENT 2.7

Estimated Percentage Distribution of 'Production and Related Workers' According to Length of Service in the Tanning and Leather Finishing Industry
(31st March, 1965)

Centre	Total Number of Pro- duction Workers*	Percentage Distribution of Workers having Length of Service of				
		Under 1 year	1 year and more but under 5 years	5 years and more but under 10 years	10 years and more but under 15 years	15 years and more
1	2	3	4	5	6	7
1. Madras	8,572	29.0	38.3	20.5	4.3	7.9
(a) Large Factories..	4,197	22.8	31.5	24.2	5.9	15.6
(b) Small Factories ..	4,375	35.0	44.8	16.8	2.8	0.6
2. Uttar Pradesh ..	3,364	37.3	18.2	10.6	13.9	20.0
(a) Large Factories..	3,265	37.7	18.5	8.8	14.4	20.6
(b) Small Factories ..	99	22.2	6.1	71.7	—	—
3. Residual	4,446	29.4	27.5	16.1	9.5	17.5
(a) Large Factories..	2,852	23.5	21.1	15.1	13.4	26.9
(b) Small Factories ..	1,594	40.0	39.0	17.8	2.6	0.6
4. All India	16,382	30.8	31.2	17.3	7.7	13.0
(a) Large Factories..	10,314	27.7	24.5	16.8	10.7	20.3
(b) Small Factories ..	6,068	36.1	42.6	18.0	2.7	0.6

*Covered under the Factories Act, 1948 and employed directly.

It will be seen from the Statement (2.7) that a majority of 'Production and Related Workers' in the Industry (62 per cent.) were having less than five years' service to their credit as on 31st March, 1965. One-fourth of the workers had put in five years' or more but less than 15 years' service and the rest had put in over 15 years' service. As between large and small factories, there appeared to be considerable stability of the working force in large factories as 31 per cent. of the workers in these factories had a service of 10 years' or more to their credit as against only about 3 per cent. in small factories. As among different centres, the proportion of workers with longer length of service i.e., 10 years' or more, was higher in Uttar Pradesh as compared to other centres.

2.9. *Absenteeism and Labour Turnover*

No information in regard to the extent of absenteeism and labour turnover was collected from this Industry during the present Survey as the Labour Bureau was already collecting this information under the Annual Survey of Industries in respect of permanent and temporary 'Production and Related Workers'. Since the data collected for 1964 are still in the processing stage, no use could be made of them in this report. However, an attempt was made to obtain a general idea about the measures taken, if any, by the managements to reduce absenteeism and labour turnover. The Survey has revealed that about 42 per cent. of the factories in the country had taken some measures to reduce absenteeism. Such measures were mainly in the form of linking the payment of bonus with attendances, wherever such bonus was being paid, and taking disciplinary action against unauthorised absence as provided for in the Standing Orders, wherever they had been framed.

As regards labour turnover, none of the units surveyed had taken any measures to reduce the same.

2.10. *Regulation of Employment of Badli and Casual Labour*

The system of employing *Badli* workers was not in vogue in any of the units surveyed but casual workers were engaged in about 7 per cent. of the units. An attempt was made to regulate the employment of casual labour in only two units, one large and the other small, in Madras. In the large unit, the casual labourers were made permanent whenever there were vacancies and in the small unit, the employment of casual labourers was regulated on the basis of their suitability and length of service.

2.11. *Training and Apprenticeship*

The Survey has revealed that training and apprenticeship facilities were existing in only two units—one large and another small—surveyed in Madras. These two factories accounted for about 2 per cent. of the factories at the Industry level. In the large unit, training was given in all trades connected with tanning to the candidates sponsored by Government. The period of training was one year and

the trainees were paid a remuneration of Rs. 75 per month (consolidated). It was at the discretion of the management to guarantee employment to a trainee. In the small unit, training was given in two trades, viz., tanning and leather finishing. The period of training was 6 months for each of the trades. The remuneration paid to the trainees in both the trades was Rs. 20 per month (consolidated). This unit, however, did not guarantee employment to trainees. The schemes were regular in both the units and preferential treatment was given to persons who had already received some training in the Institutes run by Government. There were written contracts between apprentices and employers in both the units.

CHAPTER III

WAGES AND EARNINGS

During the course of the present Survey, no attempt was made to collect data on wage rates for individual occupations as well as wage revisions since this information had already been collected by the Bureau under the Second Occupational Wage Survey (1963—65).

3.1. *Earnings*

3.1.1. *Average Daily Earnings of Different Categories of Workers*

The data on earnings and pay period in respect of Production Workers and All Workers were also not collected during the present Survey as the same were already available in the Bureau, having been collected in connection with the Occupational Wage Survey. Since the data collected are yet being processed, it has not been possible to incorporate the same in this Report. The data on earnings collected during the Survey, therefore, relate to only four categories of workers, viz., (1) Professional, Technical and Related Personnel, (2) Administrative, Executive and Managerial Personnel, (3) Clerical and Related Workers (including Supervisory) and (4) Watch and Ward and Other Services. This information relates to the pay period immediately preceding the specified date viz., 31st March, 1965, and is in respect of workers covered under the Factories Act, 1948. The data so collected appear in Statement 3.1.

STATEMENT 3.1

Estimated Average Daily Earnings of Workers by Broad Occupational Groups in the Tanning and Leather Finishing Industry (March 1965)*

		(In Rupees)			
Centre		Professional, Technical and Related Personnel	Administra- tive, Execu- tive and Managerial Personnel	Clerical and Related Workers (including) Supervisory	Watch and Ward and Other Services
1		2	3	4	5
1. Madras		11.13	6.22	5.05	3.05
(a) Large Factories ..		6.48	8.07	5.71	4.17
(b) Small Factories ..		13.96	5.82	3.93	2.83
2. Uttar Pradesh		16.44	19.96	5.39	3.50
(a) Large Factories ..		19.33	19.96	5.39	3.62
(b) Small Factories ..		6.81	—	—	1.63
3. Residual		29.84	24.89	15.15	4.01
(a) Large Factories ..		29.84	36.11	16.66	4.40
(b) Small Factories ..		—	7.88	2.40	1.63
4. All India		18.84	12.52	7.94	3.20
(a) Large Factories ..		21.67	20.91	8.90	3.98
(b) Small Factories ..		10.72	6.08	3.69	2.79

*Covered under the Factories Act, 1948.

It will be seen from the Statement that during March, 1965, the average daily earnings of 'Professional, Technical and Related Personnel' were the highest (Rs. 18.84) whereas these were the lowest (Rs. 3.20) of the workers belonging to 'Watch and Ward and Other Services' at the Industry level. Workers belonging to the categories 'Administrative, Executive and Managerial Personnel' and 'Clerical and Related Workers (including Supervisory)' earned on an average Rs. 12.52 and Rs. 7.94 per day respectively. Among large and small factories, the average daily earnings of the workers in all the four categories at the Industry level were higher in the former as compared to the latter. This was also the position in different centres except Madras where earnings of 'Professional, Technical and Related Personnel' were higher in small factories. Another point worth mentioning is that the average daily earnings of the workers belonging to all the four categories were the highest in the Residual Group, followed in order by Uttar Pradesh and Madras. The pay period for the above mentioned four categories of workers was, generally, a month.

3.1.2. Average Daily Earnings of All Workers

Following Statement 3.2 shows the average daily earnings, by components, of all workers during 1965 in Tanning and Leather Finishing factories in the country. The information is based on returns received under the Payment of Wages Act, 1936, and relates to employees earning less than Rs. 400 per month and employed in factories as defined under Section 2(m) of the Factories Act, 1948, i.e., factories employing (i) 10 or more workers and using power and (ii) 20 or more workers and not using power. It may be mentioned that since the data have been compiled for factories submitting returns, they are subject to errors of non-response. Under the Payment of Wages Act, 1936, figures are separately collected for total earnings (before deductions) of employees covered under the Act and the corresponding total man-days worked. Average daily earnings are derived by dividing the former by the latter.

STATEMENT 3.2

Average Daily Earnings of All Workers by Components in the Tanning and Leather Finishing Industry (1965)

Component	Average Daily Earnings (Rs.)	Percentage
1	2	3
(1) Basic Wages	3.56	76.4
(2) Cash Allowances including dearness allowance	0.88	18.9
(3) Bonus	0.20	4.3
(4) Money value of concessions	0.01	0.2
(5) Arrears	0.01	0.2
Total	4.66	100.0

It would appear from the Statement that basic wages alone accounted for about 76 per cent. of the total earnings, followed by cash allowances (19 per cent.) and bonuses (4 per cent.). The contribution of money value of concessions and arrears was negligible.

3.2. Dearness Allowance

The data on dearness allowance collected during the Survey relate to workers other than 'Production Workers'. The Survey results show that only about 9 per cent. of the units in the Industry as a whole were paying a separate dearness allowance to their workers. The percentage of units paying a separate dearness allowance was the highest in Uttar Pradesh (36), followed by Madras (7) and the Residual Group (5). Of the units paying a separate dearness allowance, in about 51 per cent. it was linked with consumer price index number, in about 39 per cent. it was paid at a flat rate and in the remaining about 10 per cent. it was based on income slabs. In fact, of the factories covered, in only 5 of them the dearness allowance was linked with the consumer price index number. In 3 of these, it was linked with consumer price index for Kanpur (Base: August, 1939=100), in one for Madras (Base: July, 1935 to June, 1936=100) and in the remaining unit for Bombay (Base: July, 1933 to June, 1934=100).

3.3. Other Allowances

3.3.1. Production/Incentive Bonus

Of the units covered in the Survey, the system of paying production/incentive bonus existed in only one large factory in the Residual Group, comprising hardly 1 per cent. of the factories at the all-India level. The bonus was payable to production workers only on exceeding the normal quota of output. The rate of payment differed from occupation to occupation. For example, for 'drilling of buffers' and 'drilling of buffers without Malla', the bonus was paid at the rate of Re. 0.12 per hundred for production over the fixed quota of 1400 and 1200 per day respectively. For 'heel assembling', Re. 1.00 per hundred was being paid for excess work over the fixed quota of 200 per day.

3.3.2. Night-shift Allowance

It was observed, during the course of the present Survey, that night-shift allowance was paid to production workers only by one large factory in the Residual Group. The rate of payment was 20 per cent. of the earnings of night shift. No night shift allowance was paid by any factory surveyed in Madras and Uttar Pradesh.

3.3.3. House Rent Allowance

None of the units covered during the Survey paid any house rent allowance to its employees.

3.3.4. Transport or Conveyance Allowance

The results of the present Survey show that transport/conveyance allowance was paid in only about 8 per cent. of large factories in Madras comprising about 1 per cent. of the factories at the Industry level. This allowance was paid to permanent watch and ward staff only at the rate of Rs. 10 per month. No such allowance was paid by any of the units surveyed in Uttar Pradesh and the Residual Group.

3.3.5. Attendance Bonus

The system of paying attendance bonus was prevalent in only one small unit in the Residual Group, constituting hardly 1 per cent. of the units in the industry as a whole. All categories of workers were entitled to receive the bonus. The qualifying condition was 26 days' regular attendance in a month. The rate of payment was Re. 0.12 per day for 26 days' regular attendance in the first month, Re. 0.19 per day for 26 days' regular attendance in the second month and Re. 0.25 per day for 26 days' regular attendance in the third month.

3.3.6. Other Cash Allowances

No other cash allowance was paid in any of the units surveyed.

3.4. Bonuses

3.4.1. Annual/Year-end Bonus

The practice of paying annual/year-end bonus was found to be in existence in about 72 per cent. of the Tanning and Leather Finishing factories in the country, comprising an equal proportion (72 per cent.) of both large and small factories. There was a regular scheme for payment of bonus in about 72 per cent. of the large and about 86 per cent. of the small units or about 82 per cent. of the factories paying bonus. The bonus was being paid as a result of voluntary agreements between the employers and the employees in about 73 per cent. of the units, at the discretion of the management in about 25 per cent. and on the basis of adjudication award in the rest. Since the basis of payment differed from region to region, details in respect of each centre are discussed below.

Madras—The practice of paying annual bonus was found to be in vogue in about 93 per cent. of the factories (all large and 90 per cent. small) surveyed in Madras. The scheme covered all workers in about 88 per cent. of the units paying bonus. In the remaining factories, the scheme was restricted to a few categories of workers like production workers, regular workers, permanent workers or managerial and clerical staff. In about 15 per cent. of the factories, there was no condition for eligibility to bonus payment. In other factories (85 per cent.), the most common condition attached to payment was 240 days' work for the year in question and of at least 60 days' in each year of service. The rate of payment varied widely. In a majority of the factories (52 per cent.), bonus to the monthly-rated staff was paid at the rate of one month's wages whereas others were paid a fixed amount of Rs. 66 or Rs. 50. The mode of payment was cash in all the units.

Uttar Pradesh—The scheme of paying annual bonus was in operation in about 63 per cent. of the factories surveyed in Uttar Pradesh, comprising 67 per cent. large and 50 per cent. small units. The bonus was paid to all workers in about 71 per cent. of the factories and, in the rest, its payment was restricted to permanent workers only. The most predominant condition attached to payment was 2 months' continuous service during the bonus year. In most of the factories, the rate of bonus varied from 6 paise to 15 paise per rupee of the basic pay/wage earned during the year. In others, it

was either one month's or 3 months' basic pay. In some of the factories, the same rates were applicable to production workers and office staff while, in a few others, the rates were different for the two categories of workers. The mode of payment was cash in all the units paying bonus.

Residual Group—The annual bonus scheme existed in about 52 per cent. of the factories surveyed in the Residual Group, comprising 44 per cent. of large and 54 per cent. of small factories. The scheme covered all workers in about 33 per cent. of the factories and, in the rest, bonus was paid to production workers only. The most predominant condition attached to payment was one year's service. The rate of payment ranged from one month's wages to 3 months' wages in large factories whereas, in small factories, the most predominant rate of payment was one month's wages in a year. The mode of payment was cash everywhere.

3.4.2. Festival Bonus

The practice of paying festival bonus existed in 2 factories each in Madras and Residual Group. At the Industry level, these factories formed about 5 per cent. of the total number of factories. Centre-wise details are discussed below.

Madras—The festival bonus was paid in two factories—one large and one small—or about 5 per cent. of the factories in this centre. In both the units the payment of festival bonus was at the discretion of the management and restricted to production workers only. The condition attached to payment was 6 months' service in the large factory whereas, in the small unit, it was 240 days' service in the year for which bonus was payable. The rate of payment was 10 per cent. of the total earnings for the year in the large unit while in the small unit it was $17\frac{1}{2}$ per cent. of the average earnings of the week previous to that in which payment was made. The mode of payment was cash as well as presents in the large unit whereas it was only cash in the small unit.

Residual Group—The payment of festival bonus was as a result of voluntary agreement between the employers and the employees in both the small units paying such bonus. The bonus was being paid in cash and covered all categories of workers. The only condition attached was 240 days' service in the year for which bonus was payable. The rate of payment was one month's consolidated wages.

3.4.3. Other Bonuses

Only one large factory in the Residual Group, comprising about 1 per cent. of all the factories in the country, had reported payment of what was termed as 'general bonus'. The scheme was regular covering all workers and had been framed entirely by the management. Bonus was paid for each quarter at the rate of 19 per cent. of basic salary/wages drawn by the employees during the quarter provided they had completed six months' approved service on the last day of the quarter. Those employees who had completed less than six months' approved service on the last day of the quarter received the bonus at the rate of $9\frac{1}{2}$ per cent. of their basic salary or wages. The bonus was, however, paid only to those employees who were in the employ of the unit on the date fixed for its payment.

3.5. *Fines and Deductions*

The findings of the present Survey revealed that the system of imposing fines on workers existed in one large unit each in Madras and Uttar Pradesh. It was reported that the amounts of fines imposed were within the limits prescribed under the Payment of Wages Act, 1936, and the lists of acts of commission or omission for which fines could be imposed were duly approved by the prescribed authorities and were displayed on notice boards. Both the units had established fines fund and were also maintaining fines register as required under the law. In the unit in Madras, the proceeds from fines were being utilised for meeting the expenditure on celebration of Republic and Independence Days. The management of the unit in Uttar Pradesh was keeping such proceeds in a separate account and had not spent anything out of it till the time of the Survey.

As regards deductions on account of damages, etc., from wages of workers, it has been estimated, on the basis of the results of the Survey, that the percentage of units where deductions were in accordance with the provision of the Payment of Wages Act was about 96 in the country. Of these, only about 3 per cent. were maintaining deduction registers as required under the law.

The results of the Survey also show that some control over payment of wages to contract labour was exercised by the principal employer in all the units employing such labour.

CHAPTER IV

WORKING CONDITIONS

Working conditions obtaining in India have all along attracted the attention of the Government of India as well as the State Governments. As a result, significant improvements in the conditions of work owe a great deal to the legislative enactments, particularly the Factories Act, 1948. The following paragraphs describe the state of working conditions in the Tanning and Leather Finishing Industry as observed at the time of the present Survey.

4.1. Shifts

The present Survey has shown that about 96 per cent. of the factories (comprising about 87 per cent. of large and all small factories) in the country were working single shift. The practice of working double shift was reported in only two large factories surveyed, one in Uttar Pradesh and another in the Residual Group, constituting about 2 per cent. of the factories in the country. The remaining about 2 per cent. of the factories worked either 3 or 5 shifts. In fact, the practice of working three shifts existed in only one large factory in Madras and that of working five shifts in only one large factory in Uttar Pradesh. The three factories (two working double shift and one working three shifts) had a night shift* as well. The factory working 5 shifts had no night shift but had 3 shifts almost overlapping each other and as such the three shifts could be regarded only staggering of working hours and not shifts as such. All the three factories working night shifts had a regular system of changing workers from one shift to another either after a week or a fortnight. The amenities provided to night shift workers were in the form of free tea and reduced hours of work in the unit in Madras and in the form of shift allowance in the factory in the Residual Group. There was, however, no such amenity given to the workers in the unit in Uttar Pradesh. Details are set out in Statement 4.1.

STATEMENT 4.1

Estimated Percentage Distribution of Tanning and Leather Finishing Factories According to the Number of Shifts
(1965-66)

Centre	Number of Factories	Percentage of Factories having				Percentage of Factories having Night Shift
		One Shift	Two Shifts	Three Shifts	Five Shifts	
1	2	3	4	5	6	7
1. Madras	153	98.2	—	1.8	—	1.8
(a) Large Factories..	35	92.3	—	7.7	—	7.7
(b) Small Factories	118	100.0	—	—	—	—
2. Uttar Pradesh ..	31	82.0	9.0	—	9.0	9.0
(a) Large Factories..	25	77.8	11.1	—	11.1	11.1
(b) Small Factories	6	100.0	—	—	—	—
3. Residual	140	97.6	2.4	—	—	2.4
(a) Large Factories..	30	88.9	11.1	—	—	11.1
(b) Small Factories	110	100.0	—	—	—	—
4. All India	324	96.4	1.9	0.8	0.9	2.7
(a) Large Factories..	90	87.1	6.8	3.0	3.1	9.8
(b) Small Factories	234	100.0	—	—	—	—

*For purpose of the Survey, a night shift was treated as the one whose majority of working hours fell between 10 P.M. and 6 A.M.

4.2. Hours of Work

Since the passing of the Factories Act, 1948, the hours of work for adult workers have been fixed at a maximum of 48 per week and 9 per day. The Chief Inspectors of Factories have been empowered to grant exemption from the above limit of daily hours of work in order to facilitate the change-over in any factory. The data collected during the present Survey show that about 72 per cent. of the factories worked more than $7\frac{1}{2}$ and up to 8 hours a day, about 22 per cent. worked $8\frac{1}{2}$ hours a day and the rest (about 6 per cent.) worked for 7 hours or less a day. Details about different centres are presented in Statement 4.2.

STATEMENT 4.2

Daily Hours of Work in the Tanning and Leather Finishing Industry (1965-66)

Centre	Number of Factories	Estimated Percentage of Factories where Daily Hours of Work for Majority of Adult Workers were			
		7 hours and less	More than 7 and up to $7\frac{1}{2}$ hours	More than $7\frac{1}{2}$ and up to 8 hours	More than 8*
1	2	3	4	5	6
1. Madras	153	2.5	—	95.7	1.8
(a) Large Factories..	35	—	—	92.3	7.7
(b) Small Factories	118	3.2	—	96.8	—
2. Uttar Pradesh ..	31	—	—	100.0	—
(a) Large Factories..	25	—	—	100.0	—
(b) Small Factories	6	—	—	100.0	—
3. Residual	140	10.4	—	39.5	50.1
(a) Large Factories..	30	22.2	—	66.7	11.1
(b) Small Factories	110	7.1	—	32.2	60.7
4. All India	324	5.6	—	71.9	22.5
(a) Large Factories..	90	7.4	—	85.9	6.7
(b) Small Factories	234	5.0	—	66.5	28.5

*All these units worked for $8\frac{1}{2}$ hours a day.

The weekly hours of work were 48 or less in all factories surveyed except two small units, one each in Madras and the Residual Group. In these two factories, though the daily hours of work were 8 in one and 7 in the other, the weekly hours of work were 56 and 49 respectively. This was due to the fact that these two units did not observe any weekly day of rest. The violation of the relevant provision of the Factories Act was, thus, obvious.

As regards the practice in respect of spread-over and rest-interval in the Tanning and Leather Finishing factories, the data collected appear in Statement 4.3.

STATEMENT 4.3

Estimated Percentage Distribution of Tanning and Leather Finishing Factories According to Duration of Spread-over and Rest-interval, etc.
(1965-66)

Centre	Number of Factories	Percentage of Factories where											
		Spread-over for Adult Workers was						Rest-interval for Adult Workers was					
		More than 7½ hours and up to 8 hours	More than 8 and up to 8½ hours	More than 8½ and up to 9 hours	More than 9 and up to 9½ hours	More than 9½ and up to 10 hours	More than 10 hours	½ hour and less	More than ½ hour and up to 1 hour	More than 1 hour and up to 1½ hours	More than 1½ and up to 2 hours	More than 2 hours	More than 2½ hours
1	2	3	4	5	6	7	8	9	10	11	12	13	
1. Madras	153	2.5	2.5	68.1	10.2	16.7	—	2.5	72.3	8.5	16.7	—	
(a) Large Factories..	35	—	—	68.2	23.1	7.7	—	—	76.9	15.4	7.7	—	
(b) Small Factories	118	3.2	3.2	67.7	6.5	19.4	—	3.2	71.0	6.5	19.3	—	
2. Uttar Pradesh ..	31	—	—	100.0	—	—	—	—	100.0	—	—	—	
(a) Large Factories	25	—	—	100.0	—	—	—	—	100.0	—	—	—	
(b) Small Factories	6	—	—	100.0	—	—	—	—	100.0	—	—	—	
3. Residual	140	—	5.6	61.1	—	30.9	2.4	25.3	31.1	28.1	12.7	2.8	
(a) Large Factories..	30	—	—	88.9	—	—	11.1	—	66.7	—	33.3	—	
(b) Small Factories	110	—	7.1	53.6	—	38.3	—	32.2	21.4	35.7	7.1	3.6	
4. All India	324	1.2	3.6	68.1	4.9	21.2	1.0	12.1	57.2	16.1	13.4	1.2	
(a) Large Factories..	90	—	—	84.3	9.0	3.0	3.7	—	79.9	6.0	14.1	—	
(b) Small Factories ..	234	1.6	5.0	61.9	3.3	28.2	—	16.7	48.4	20.1	13.1	1.7	

It would appear from the Statement that in about 68 per cent. of the factories, the spread-over was more than 8½ and up to 9 hours and in about 5 per cent. of the units it was 8½ hours or less. The remaining (i.e., about 27 per cent.) factories had a spread-over of more than 9 hours. The percentage of factories where rest interval was up to 1 hour was about 69 and that of the factories where rest interval was more than 1 hour and up to 2 hours was nearly 30. The remaining one per cent. of the factories had a rest interval of more than 2 hours.

As regards workers engaged through contractors it was reported that all the factories surveyed and employing such labour worked more than 7½ and up to 8 hours. The percentage of factories where spread-over for contract workers was more than 8½ and up to 9 hours was about 64. The remaining 36 per cent. of the factories had a spread-over of more than 8 and up to 8½ hours for workers engaged through contractors. All the factories employing contract workers were allowing them rest interval up to one hour.

4.3. *Dust and Fumes*

The Survey results show that some of the processes giving off considerable amount of dust such as buffing were being carried on in about 35 per cent. of the Tanning and Leather Finishing factories in the country. About 47 per cent. of these units had adopted some protective measures to safeguard workers against dust hazard. It was noticed that local exhaust ventilation existed in about 35 per cent. of the factories having dusty processes and general exhaust system in nearly 22 per cent. of them. Dusty processes were found to have been isolated in about 67 per cent. of the factories. In about 42 per cent. of the factories, some protective equipment like dust masks had been provided to the workers for preventing inhalation of dust.

Processes giving off fumes, vapours or gases such as leather spraying, drumming, fleshing, scudding, etc., were being carried on in four factories constituting only about 4 per cent. of the Tanning and Leather Finishing factories at the all-India level. In all these factories, the processes giving off fumes were isolated. Besides, about 47 per cent. of the factories had local or general exhaust system. Only one factory had provided gas masks to workers. In the rest of the factories, no such equipment had been provided to the workers engaged on processes giving off fumes.

About 62 per cent. of the units in the Industry had provided protective clothing and/or similar other facility like rubber gloves aprons, goggles, gumboots, etc., to the workers.

As regards house-keeping, i.e., dusting, cleaning and arrangement of articles, in the departments where processes giving off dust and fumes were being carried on, it was found to be good in about 14 per cent. of the factories, average in about 20 per cent. and unsatisfactory in the remaining 66 per cent.

4.4. *Seating Arrangements*

Under the Factories Act, 1948, it is obligatory on the part of the managements to make suitable arrangements for sitting for all such workers as are obliged to work in a standing position so that

they may take advantage of any opportunity for rest which may occur in the course of their work. This aspect was enquired into during the course of the Survey and it was found that the proportion of the Tanning and Leather Finishing factories where workers were obliged to work in a standing position was as high as about 85 per cent. and, from among them, only about 28 per cent. had made seating arrangements for workers. It was further observed that in about 90 per cent. of the factories providing seating arrangement, such facilities were made available to all the workers who were obliged to work in a standing position whereas the remaining factories had provided the facility only to a few workers. A majority of the defaulting employers contended that the nature of work was such that it was not possible to provide seats.

4.5. Conservancy

The Factories Act, 1948, has made it obligatory for every factory covered by it to maintain an adequate number of latrines and urinals for the use of workers, laying down specifically the standard of such arrangements. The present Survey has revealed that in about 94 per cent. of the factories, comprising about 96 per cent. of large and 93 per cent. of small units, latrines had been provided. The facility had been provided by all the units covered in Uttar Pradesh as against 89 per cent. in Residual Group and 88 per cent. in Madras.

As regards the type of latrines provided, about 6 per cent. of the units had water-borne sewer type latrines, about 14 per cent. water-borne septic tanks, about 38 per cent. dry type bore holes and about 30 per cent. dry type pans. About 3 per cent. of the factories had a combination of two or more types of latrines mentioned above. In the remaining units, excepting one where the management had made seating arrangements on a drain, the latrines were dry type without pan. Permanent latrines had been provided by the managements of about 90 per cent. of the factories having latrines. In the rest, they were of temporary structure. As required under the Act, water taps were provided in or near the latrines in only about 57 per cent. of the factories having them. Proper screening arrangements to ensure privacy also existed in about 85 per cent. of the factories providing latrines. Of the factories employing women and providing latrines, about 65 per cent. had provided separate facility for them. The floors of latrines were reported to be impervious in about 90 per cent. of the factories. The latrine walls had been plastered in about 77 per cent. of the factories and tarred in about 20 per cent. The rest of the factories (about 3 per cent.) had neither plastered nor tarred the latrine walls. It was also noticed that only about 75 per cent. of the factories at the Industry level had an adequate number of latrines as judged from the requirements of the law.

As regards urinals, the position was not so good as in the case of latrines inasmuch as they existed in only about 29 per cent. of the Tanning and Leather Finishing factories in the country, comprising about 48 per cent. of large and 21 per cent. of small units. The proportion of such factories was the highest (about 81 per cent.) in Uttar Pradesh and the lowest (about 15 per cent.) in the Residual

Group. In Madras, about 30 per cent. of the factories had provided urinals. Permanent urinals had been constructed by the managements of about 89 per cent. of the factories providing the facility and in the rest, they were of temporary construction. Of the factories providing urinals and employing women, about one-fifth had provided separate urinals for their use. The percentage of factories where urinals were properly screened was about 75. The floors of urinals were impervious in about 93 per cent. of the factories providing them. The urinal walls were found to have been plastered in about 66 per cent. of the factories and tarred in about 30 per cent. The remaining factories (about 4 per cent.) had neither plastered nor tarred the urinal walls. It was observed that in about 73 per cent. of the factories having urinals, adequate number of urinals had been provided.

4.6. Leave and Holidays with Pay

The Factories Act, 1948, provides that every worker who has completed a period of at least 240 days' continuous service in a factory during a calendar year should be allowed, during the subsequent calendar year, leave with wages for a number of days calculated at the prescribed rate. Some of the State Governments/Union Territories have also passed laws for the grant of paid national and festival holidays to the persons employed in industrial establishments. All other types of leave have come into vogue as a result of voluntary decisions of managements, agreements between the employers and the employees or as a consequence of some adjudication awards. Statement 4.4 shows the types of leave and holidays with pay that the workers in the Tanning and Leather Finishing factories were enjoying at the time of the Survey.

STATEMENT 4.4

Estimated Percentage of the Tanning and Leather Finishing Factories Granting Various Types of Leave and Holidays with Pay (1965-66)

Centre	Total Number of Factories	Percentage of Factories Granting			
		Earned Leave	Casual Leave	Sick Leave	National and Festival Holidays
1	2	3	4	5	6
1. Madras	153	87.6	7.5	10.0	100.0
(a) Large Factories..	35	100.0	—	—	100.0
(b) Small Factories ..	118	83.8	9.7	12.9	100.0
2. Uttar Pradesh ..	31	100.0	35.8	—	100.0
(a) Large Factories..	25	100.0	44.4	—	100.0
(b) Small Factories ..	6	100.0	—	—	100.0
3. Residual	140	74.7	50.1	2.4	89.6
(a) Large Factories..	30	66.7	22.2	11.1	88.9
(b) Small Factories ..	110	76.9	57.7	—	88.5
4. All India	324	83.2	28.6	5.7	95.1
(a) Large Factories..	90	88.9	19.8	3.7	96.3
(b) Small Factories ..	234	81.0	32.0	6.5	94.6

4.6.1. Earned Leave

It is estimated that nearly 83 per cent. of the Tanning and Leather Finishing factories in the country were granting earned leave with pay to their employees at the time of the Survey. At the

Industry level, the percentage of large factories granting earned leave was higher (89 per cent.) than that of small factories (81 per cent.). All the factories surveyed in Uttar Pradesh were granting earned leave to their workers as against 88 per cent. in Madras and 75 per cent. in the Residual Group. As regards the period of leave, qualifying conditions and rate of payment, the managements generally followed the provisions of the Factories Act, 1948, in this regard.

Data were also collected during the Survey in respect of the number of workers who were granted earned leave during the calendar year 1964 and the extent of leave actually availed by them. Details are presented in Statement 4.5.

STATEMENT 4.5

Estimated Number of Workers Granted Earned Leave with Pay in the Tanning and Leather Finishing Industry (During 1964)

Centre				Average Daily Number of Workers Employed	Number of Workers who Enjoyed Leave	Percentage of Workers who Enjoyed Leave to the Total Employed
1				2	3	4
1. Madras	..	..	..	7,597	3,441	45.4
(a) Large Factories	..	..	..	4,201	2,753	65.5
(b) Small Factories	..	..	..	3,396	688	20.3
2. Uttar Pradesh	..	..	..	4,781	2,234	46.7
(a) Large Factories	..	..	..	3,412	2,138	62.7
(b) Small Factories	..	..	..	1,369	96	7.0
3. Residual	..	..	..	4,157	2,260	54.4
(a) Large Factories	..	..	..	2,781	1,843	66.3
(b) Small Factories	..	..	..	1,376	417	30.3
4. All India	..	..	..	16,535	7,935	48.0
(a) Large Factories	..	..	..	10,394	6,734	64.8
(b) Small Factories	..	..	..	6,141	1,201	19.6

Percentage of Workers who Enjoyed Leave								
		Up to 5 days	Over 5 and up to 10 days	Over 10 and up to 15 days	Over 15 and up to 20 days	Over 20 and up to 25 days	Over 25 and up to 30 days	Over 30 days
1		5	6	7	8	9	10	11
1. Madras	..	3.7	18.6	63.8	9.2	3.4	0.7	0.6
(a) Large Factories	..	2.8	18.5	65.1	9.8	3.1	0.7	—
(b) Small Factories	..	6.8	19.1	58.7	6.8	4.8	0.6	3.2
2. Uttar Pradesh	..	4.0	5.8	82.0	3.5	1.3	1.6	1.8
(a) Large Factories	..	3.3	5.3	83.8	3.1	1.0	1.7	1.8
(b) Small Factories	..	19.8	16.7	43.7	10.4	9.4	—	—
3. Residual	..	3.3	3.1	85.1	0.4	1.9	5.9	0.3
(a) Large Factories	..	3.5	2.8	83.5	0.3	2.3	7.3	0.3
(b) Small Factories	..	2.4	4.6	92.3	0.7	—	—	—
4. All India	..	3.6	10.6	75.0	5.1	2.4	2.4	0.9
(a) Large Factories	..	3.2	10.0	76.0	5.1	2.2	2.8	0.7
(b) Small Factories	..	6.3	13.8	69.2	5.0	3.5	0.4	1.8

The Statement (4.5) shows that 48 per cent. of the workers in the Tanning and Leather Finishing Industry availed of earned leave with pay during 1964. The percentage of such workers was the highest in the Residual Group (about 54) and the lowest in Madras (about 45). Their percentage was invariably higher in large factories than in small ones both at the all-India and centre level. As regards the period of leave availed of, an overwhelming majority of workers (75 per cent.) availed themselves of leave for a period of 'over 10 and up to 15 days'.

4.6.2. *Casual Leave*

Data collected during the present Survey show that only about 9 per cent. of the Tanning and Leather Finishing factories in the country were allowing casual leave with pay to their employees (Statement 4.4.). While in the Residual Group, nearly 50 per cent. of the factories were giving casual leave to their employees, the percentage of such factories was nearly 36 and 7 in Uttar Pradesh and Madras respectively. Broadly speaking, about one-third of the small factories in the Industry were allowing this facility as compared to only about one-fifth of the large ones.

In approximately 75 per cent. of the units granting casual leave, it was allowed up to 10 days in a year. In the remaining units, it was permissible between 11 and 15 days in a year. The categories of workers who were allowed casual leave varied from unit to unit. In about 84 per cent. of the factories, all workers or all production workers were entitled to casual leave. In the remaining 16 per cent. of the factories, it was allowed either to monthly-rated or permanent workers. In most of the factories, no conditions were attached to the grant of casual leave. In a few others, it was allowed to those who had completed one year of service. Full consolidated wages or basic pay and dearness allowance, as the case may be, were payable in all the units granting casual leave.

4.6.3. *Sick Leave*

During the course of the Survey, information regarding sick leave was collected from those units where the facility was being granted by the managements, irrespective of the fact whether they were covered under the Employees' State Insurance Scheme or not. The Survey results show that the benefit of sick leave with pay was being enjoyed by workers in 4 small factories in Madras and one large unit in the Residual Group, all constituting about 6 per cent. of the factories in the Industry as a whole. In all these factories, the benefit was available to all categories of workers. The factory in the Residual Group granted sick leave only to those workers who had put in one year's service. Of the 4 factories in Madras, one granted sick leave to permanent workers only whereas in the remaining 3 factories, the workers were required to produce medical certificate in order to get the benefit of sick leave with pay. In all the four factories in Madras, the period of sick leave was restricted to 10 days in a year and in the one factory in the Residual Group, it was 14 days in a year. In the 3 factories in Madras and one in the Residual Group, basic wage plus dearness allowance or consolidated wages, as the

case might be, were permissible to workers during the period of sick leave. In the remaining one factory in Madras, production workers were paid at the fixed rate of Rs. 1.93 per day and clerical workers were paid full consolidated wages.

4.6.4. *National and Festival Holidays*

The practice of granting national and/or festival holidays with pay was found to be wide-spread in the Industry. It is estimated that nearly 95 per cent. of the Tanning and Leather Finishing factories in the country had the system of granting such holidays to their workers (Statement 4.4). All the factories surveyed in Madras and Uttar Pradesh and about 90 per cent. in the Residual Group were allowing this facility.

In about 56 per cent. of the factories granting national and/or festival holidays, the number of holidays was between 6 and 10 in a year. It was up to 5 days in nearly 10 per cent. of the factories, between 11 and 15 days in nearly 5 per cent. and over 16 days in the remaining about 29 per cent. About 96 per cent. of the factories granting national and/or festival holidays were making payments for these holidays at full rates. However, there was one small factory in Uttar Pradesh, constituting about 1 per cent. of the Tanning and Leather Finishing factories in the country, which made payment at full rates for national holidays only and made no payment for festival holidays. In the rest of the factories (about 3 per cent.), either basic wage or a fixed sum was paid. Generally, all categories of workers were allowed these holidays. However, in a few units, contract labour was excluded from the scope of the benefit. No conditions were insisted upon for claiming pay for such holidays in about four-fifths of the units. The rest of the units (i.e., about one-fifth) imposed such conditions as attendance on the preceding and/or succeeding working days, permanency and minimum service of one month.

4.7. *Weekly Off*

About 98 per cent. of the factories in the Industry were found to be complying with the provision of the Factories Act, 1948, in regard to the grant of a weekly day of rest to their employees. However, payment for such weekly-offs was being made to the monthly-rated staff in about 93 per cent. of the factories.

CHAPTER V

WELFARE AND AMENITIES

The human approach to the problems of industrial labour has been increasingly in evidence in all countries, including India, for the last few decades. Various committees and commissions appointed in India, from time to time, for enquiring into the conditions of industrial labour have never failed to pin-point the urgency and utility of ameliorative measures for promoting the welfare of workers. Government legislation has been quick in response and the various enactments passed have gone a long way in improving the lot of the working class. Besides facilities provided in compliance with the law, there are many items of welfare which some of the employers have voluntarily undertaken for the benefit of their employees. Apart from humanitarian considerations, the importance of the provision of welfare amenities has been increasingly recognised from the point of view of preservation of the efficiency of the workers which, in turn, contributes to higher productivity. During the present Survey, an attempt was made to assess the extent to which the Tanning and Leather Finishing factories in India had actually provided welfare facilities to their workers. The information collected in respect of various welfare activities (both obligatory and non-obligatory) is presented in the following paragraphs.

5.1. Drinking Water Facilities

Suitable arrangements for the supply of drinking water were found to be existing in all the units surveyed. However, the type of facility provided varied widely as would appear from Statement 5.1.

STATEMENT 5.1
*Drinking Water Facility in the Tanning and
Leather Finishing Industry*
(1965-66)

Centre	Total Number of Fac- tories	Per- centage of Fac- tories where Drink- ing Water Facility Existed	Percentage of Factories where Water was Supplied Through						Percent- age of Factories having arrange- ments for cooled water during Summer	
			Taps only	Tube Wells only	Earth- on Pitch- ers only	Buckets or Drums only	Combina- tion of one or more viz., earthen pitchers, tube wells, taps, etc.	Others		
			3	4	5	6	7	8	9	10
1. Madras ..	153	100.00	9.2	—	34.4	33.4		21.2	1.8	58.1
(a) Large Factories	35	100.00	7.7	—	30.8	15.4		38.4	7.7	69.5
(b) Small Factories	118	100.00	9.7	—	35.5	38.7		16.1	—	54.8
2. Uttar Pradesh ..	31	100.00	54.5	—	9.7			35.8	—	82.1
(a) Large Factories	25	100.00	55.6	—	—			44.4	—	77.8
(b) Small Factories	6	100.00	50.0	—	50.0			—		100.0
3. Residual ..	140	100.00	27.6	16.8	16.0	5.2		31.6	2.8	44.3
(a) Large Factories	30	100.00	11.1	—	22.2	11.1		55.6	—	88.9
(b) Small Factories	110	100.00	32.1	21.4	14.3	3.6		25.0	3.6	32.2
4. All India ..	324	100.00	21.5	7.3	24.1	18.0		27.1	2.0	54.5
(a) Large Factories	90	100.00	22.1	—	19.4	9.7		45.8	3.0	78.2
(b) Small Factories	234	100.00	21.3	10.0	25.9	21.2		19.9	1.7	45.3

It is estimated that in the Industry, as a whole, about 24 per cent. of the factories had earthen pitchers only, about 22 per cent. taps only, 18 per cent. buckets/drums only and nearly 7 per cent. tube wells only. Most of the remaining factories had more than one of these arrangements. The Factories Act, 1948, prohibits the location of any drinking water point within 20 feet of latrines and urinals. The Survey has shown that about 6 per cent. of the factories in the country, as a whole, had not complied with this provision of law. The percentage of the defaulting factories was about 11 in the Residual Group and about 9 in Uttar Pradesh. There was, however, no defaulter in Madras.

The Factories Act, 1948, provides that every factory employing more than 250 workers should supply drinking water, cooled by ice or other effective method, during the summer months. It is estimated on the basis of data collected during the present Survey that only 5 per cent. of the factories in the country, as a whole, were under such a statutory obligation and that all of them had duly complied with the law. Some of the factories, even though under no statutory obligation, had also made arrangements for the supply of cool drinking water during summer. Thus, in actual practice, about 54 per cent. of the factories in the Industry were making special arrangements for supplying cool drinking water to their workers. These arrangements were generally in the form of earthen pitchers.

5.2. *Washing Facilities*

The Factories Act, 1948, provides that adequate and suitable facilities for washing should be provided and maintained for the use of workers in every factory. It was observed during the Survey that about 86 per cent. of the Tanning and Leather Finishing Factories in the country (comprising 90 per cent. large and 85 per cent. small) had provided washing facilities. All the factories surveyed in Madras had made such arrangements. The percentage of factories having made similar arrangements in Uttar Pradesh and the Residual Group was about 91 and 70 respectively. Water stored in receptacles was the predominant arrangement for this purpose as it was found in nearly 53 per cent. of the factories providing washing facilities. It was followed by taps on stand pipes which existed in about 29 per cent. of the units. About 12 per cent. of the factories had provided wells and tube wells for the purpose. The remaining 6 per cent. of the units had provided more than one type of washing facility. The Survey has also revealed that some cleansing material like soap, towels, etc., was being supplied to workers in about 67 per cent. of the factories providing washing facilities.

Of the factories employing women and providing washing facilities, in only about 20 per cent. separate washing arrangements existed for such workers. Only about 16 per cent. of the factories employing women and providing separate washing facilities for them, had properly screened the washing places.

5.3. *Bathing Facilities*

The Factories Act, 1948, does not contain any specific provision relating to bathing facilities but it authorises the State Governments to make Rules requiring certain types of factories to provide such

facilities for certain categories of employees. It was found during the course of the Survey that about 25 per cent. of the factories (comprising 41 per cent. large and 19 per cent. small) had provided bathing facilities. The percentage of factories providing such facilities was nearly 21 in Madras, 63 in Uttar Pradesh and 22 in the Residual Group. Bathing places, wherever provided, were generally well maintained and kept clean. Of the factories employing women and providing bathing facilities, only about 33 per cent. had provided separate bath rooms for women workers.

5.4. *Canteens*

The Factories Act, 1948, empowers the State Governments to make Rules requiring that in any specified factory wherein more than 250 workers are ordinarily employed, a canteen or canteens according to the prescribed standards should be provided for the use of the workers.

It is estimated on the basis of the present Survey that only about 5 per cent. of the factories in the Industry were under a statutory obligation to provide canteens and most of them (nearly 81 per cent.) had fulfilled their obligation. The compliance with law was cent. per cent. in Madras and the Residual Group but only 50 per cent. in Uttar Pradesh. None of the other factories surveyed had provided the facility voluntarily. Thus, in the Industry, as a whole, canteen facility existed in about 4 per cent. of the units, all of which were large-sized.

Data collected further show that approximately 77 per cent. of the canteens served tea, coffee, snacks and meals, while the rest sold one or more of these items. Articles were sold either at subsidised rates or on a 'no-profit, no-loss' basis. All the factories running canteens were found to have made adequate drinking water arrangements in the canteen. It is estimated that in about 73 per cent. of the factories providing canteens, they were being run by the management and in the rest by contractors. A Canteen Managing Committee existed in only one large factory in Madras, constituting about 22 per cent. of the factories in the country providing canteens, and the prices of the articles sold were also fixed by that Committee. In about 50 per cent. of the remaining factories providing canteens, the prices were being fixed by the managements and in the rest by contractors. The price list of various items sold, duly approved by the Canteen Managing Committee, was displayed in the only canteen having the Committee. About half of the factories providing canteens in the country, as a whole, were giving some subsidy to the canteens to sell the articles at cheap rates or to meet losses, if any. Of the total estimated number of workers employed in the factories having canteens, nearly 46 per cent. were reported to be visiting the canteens daily.

It was also observed during the Survey that in only about 22 per cent. of the factories having canteens, the location of canteens was very good inasmuch as their surroundings were clean and they were situated at some distance away from work places. In the rest, they were found to be located in very uncongenial surroundings. As

regards hygienic conditions of the canteens, these were very good in about 22 per cent. of the factories having canteens, satisfactory in about 28 per cent. and bad in the remaining 50 per cent.

5.5. *Creches*

The Factories Act, 1948, makes it obligatory for all factories employing more than 50 women workers to maintain a creche of a prescribed standard. It was noticed during the Survey that there was no unit under statutory obligation to provide creche and none had done so either.

5.6. *Lockers*

Locker facilities for keeping clothings of the workers were found to be existing in only about 4 per cent. of the factories in the Industry and these were located in Madras and the Residual Group

5.7. *Rest Shelters*

The Factories Act, 1948, lays down that in every factory wherein more than 150 workers are ordinarily employed, adequate and suitable shelters or rest rooms should be provided and maintained for the use of workers. However, if the factory is maintaining a canteen of the prescribed standard, the provision of a separate rest shelter is not binding. In the Tanning and Leather Finishing Industry, only about 5 per cent. of the factories, consisting of about 15 and 22 per cent. of large factories in Madras and Residual Group respectively, employed more than 150 workers. Of these, about 59 per cent. had actually provided rest shelters and the rest of them had canteens of prescribed standard and, hence, it was not necessary for them to maintain a separate rest shelter. A few other units in Madras and the Residual Group had provided rest shelters voluntarily. Thus, the percentage of factories providing rest shelters, irrespective of the fact whether they were statutorily required to do so or not, stood at about 9 for the Industry as a whole. In nearly 41 per cent. of the factories having rest shelters, the same were in conformity with the prescribed standards inasmuch as they were sufficiently lighted, ventilated and maintained in a tidy condition. They also provided adequate protection against bad weather. In the rest (nearly 59 per cent.), one or the other deficiency was noticed.

5.8. *Recreation Facilities*

There were only 2 large factories, one each in Madras and the Residual Group, which had made arrangements for the recreation of their workers. At the all-India level, these two factories constituted about 2 per cent. of the total number of factories. Both the factories had provided indoor and outdoor games such as carrom, table tennis, chess, football and volleyball. They also made arrangements for film shows. In both the factories, the recreation facilities were available to all workers and were financed through *ad hoc* contributions by the management. They were administered through a committee, comprising representative of the management and the workers in both the factories.

Religious and/or social functions were celebrated in 3 large factories, one in Madras and two in the Residual Group, constituting only about 3 per cent. of the Tanning and Leather Finishing factories in the Industry.

5.9. Educational Facilities

Only one large factory in the Residual Group constituting only about 1 per cent. of the factories in the Industry, was running a middle school exclusively for workers' children. Children attending the VII and VIII classes were charged fee at the rate of Rs. 2.50 per month while those in lower classes did not have to pay any fee. The management of the factory did not supply books, slates, pencils, etc., free to children attending the school. Nor did the management award any scholarships to them. Nearly two hundred children were attending the school on the specified date, i.e., 31st March, 1965. The management of the factory also paid a regular subsidy to a school for providing educational facilities to workers' children.

None of the factories surveyed was running any adult education centre.

5.10. Medical Facilities

5.10.1. Hospitals and Dispensaries

Except for first-aid boxes and ambulance rooms, the law does not require employers to provide any other medical facility. However, during the course of the Survey, it was found that only one small factory in Uttar Pradesh, constituting about 1 per cent. of the Tanning and Leather Finishing factories in the country, had a hospital which was common for all the units/institutions under the same management. The hospital was under the charge of full-time doctors. Other staff included nurses, compounders, dressers and mid-wives. In addition to the above-mentioned unit, about 4 per cent. of the factories at the all-India level were found to be having contracts with individual doctors for the treatment of their employees.

5.10.2. Ambulance Rooms

Under the Factories Act, 1948, every factory employing more than 500 workers is required to provide and maintain an ambulance room. The Rules framed by the State Governments prescribe the standard as well as equipment of such rooms. The Survey has revealed that with the exception of two large factories, one each in Madras and the Residual Group, together constituting about 2 per cent. of the factories in the country as a whole, no other factory was under statutory obligation to provide an ambulance room. These two factories had duly complied with the law. The ambulance room of the factory in Madras was under the charge of a part-time compounder and was fully equipped. The ambulance room of the factory in the Residual Group was under the charge of trained first-aiders. This ambulance room was, however, ill-equipped. It is therefore, evident that no doctor was employed in either of these ambulance rooms and that they were under the charge of some other staff only.

5.10.3. *First-aid*

The Factories Act, 1948, lays down that every factory should maintain first-aid boxes at the rate of one for every 150 workers ordinarily employed. Such boxes should contain the prescribed items and should be readily accessible to workers during the working hours. The Survey results show that about 87 per cent. of the factories in the Industry, comprising 96 per cent. of large and 83 per cent. of small units, had provided first-aid boxes. The compliance with law was cent. per cent. in Madras and Uttar Pradesh and 70 per cent. in the Residual Group. The Factories Act also provides that all the first-aid boxes must be kept under the charge of trained first-aiders. It was found, however, that only about 47 per cent. of the factories having such boxes had all the first-aid boxes under the charge of trained first-aiders, about 1 per cent. had a few boxes under the charge of trained first-aiders and the remaining factories (about 52 per cent.) had none of the first-aid boxes under the charge of trained first-aiders. Centre-wise, the percentage of factories where all or some of the first-aid boxes were under the charge of trained first-aiders was estimated at about 72, 63 and 14, in Uttar Pradesh, Madras and Residual Group respectively. In most of the factories, the trained first-aiders had received training under the St. John's Ambulance. As regards contents of the first-aid boxes, they were found to be complete in about 72 per cent. of the factories. The boxes in the remaining factories were found to be deficient in one or more items. The percentage of the factories where the first-aid boxes were easily accessible was estimated at about 74.

5.11. *Transport Facilities*

None of the factories surveyed was providing any transport facility to its employees from their houses to the factory and back.

5.12. *Other Amenities*

Of the factories surveyed, only one large unit in Uttar Pradesh, constituting about 1 per cent. of the factories in the Industry, was running a grain-shop for the benefit of its employees. At this shop only wheat at subsidised rate was supplied to the factory's permanent workers.

Co-operative credit societies were found functioning in only two large factories, one in Madras and another in the Residual Group, together constituting about 2 per cent. of the Tanning and Leather Finishing factories in the Country. Their main activity was to advance loans to members. These societies did not receive any financial or other aid from the managements of the factories. There was only one factory in the Residual Group, constituting only about 1 per cent. of the factories in the Country, which was running a co-operative store. The store was receiving some financial aid from the management. The store sold foodgrains at the rates fixed by the Government besides other items of general merchandise.

5.13. *Housing Facilities*

The present Survey has shown that only about 15 per cent. of the Tanning and Leather Finishing factories in the country, consisting of about 35 per cent. large and 7 per cent. small units,

had provided residential accommodation to their employees. The factories in Uttar Pradesh were far ahead of others in this respect since as many as about 54 per cent. of them had housed some of their employees as against nearly 13 per cent. in the Residual Group and 8 per cent. in Madras. Details about the types, etc., of accommodation provided are presented in Statement 5.2.

STATEMENT 5.2

Estimated Percentage of Factories in the Tanning and Leather Finishing Industry Providing Houses, etc.
(1965-66)

Centre	Number of Factories	Percentage of Factories providing Houses	Percentage of Houses Consisting of				
			One Room	Two Rooms	Three Rooms	Four Rooms	More than Four Rooms
1	2	3	4	5	6	7	8
1. Madras ..	153	7.8	100.0	—	—	—	—
(a) Large Factories ..	35	23.1	100.0	—	—	—	—
(b) Small Factories ..	118	3.2	100.0	—	—	—	—
2. Uttar Pradesh ..	31	53.8	81.2	17.9	0.6	—	0.3
(a) Large Factories ..	25	66.7	81.2	17.9	0.6	—	0.3
(b) Small Factories ..	6	—	—	—	—	—	—
3. Residual ..	140	13.2	49.5	50.5	—	—	—
(a) Large Factories ..	30	22.2	24.7	75.3	—	—	—
(b) Small Factories ..	110	10.7	98.0	2.0	—	—	—
4. All India ..	324	14.5	75.5	23.9	0.4	—	0.2
(a) Large Factories ..	90	34.9	73.2	26.2	0.4	—	0.2
(b) Small Factories ..	234	6.7	98.0	2.0	—	—	—

It would be seen from the Statement that about 75 per cent. of the houses provided by the managements were one room tenements. The percentage of two-roomed houses was estimated at about 24. The proportion of houses having 3 or more rooms was negligible. About 58 per cent. of the houses were *Kutcha* and the rest *Pucca*. Generally, one and two-room tenements were allotted to watch and ward staff, clerical and production workers and administrative, executive and managerial personnel were allotted three or more than three-room houses. Nearly 87 per cent. of the factories providing houses were not charging any rent from their employees whereas, in the remaining 13 per cent., some rent was being charged from all the allottees.

It has been estimated, on the basis of the results of the Survey, that out of 17,993 workers employed in the Tanning and Leather Finishing Industry on 31st March, 1965, only 10 per cent. had been provided houses by the employers. As amongst the different centres, the percentage of such workers was nearly 26 in Uttar Pradesh, about 11 in the Residual Group and 3 in Madras. Details appear in Statement 5.3.

STATEMENT 5.3

*Estimated Percentage of Workers Allotted Houses in the Tanning
and Leather Finishing Industry.
(1965-66)*

Centre		Number of Factories	Number of Workers Employ- ed* as on 31-3-65	Percentage of Workers Allotted Houses
1		2	3	4
1. Madras	..	153	9,169	3.1
(a) Large Factories	..	35	4,547	4.9
(b) Small Factories	..	118	4,622	1.3
2. Uttar Pradesh	..	31	3,859	25.7
(a) Large Factories	..	25	3,737	26.5
(b) Small Factories	..	6	122	—
3. Residual	..	140	4,965	10.7
(a) Large Factories	..	30	3,222	11.4
(b) Small Factories	..	110	1,743	9.5
4. All India	..	324	17,993	10.0
(a) Large Factories	..	90	11,506	13.7
(b) Small Factories	..	234	6,487	3.5

*Covered under the Factories Act, 1948.

None of the factories surveyed was providing any facility to its employees for building their own houses.

CHAPTER VI

SOCIAL SECURITY

Prior to the attainment of Independence, factory workers in the country enjoyed social security only to a limited extent which was mainly in the shape of compensation for industrial accidents under the Workmen's Compensation Act passed by the Central Government and maternity benefits under State Acts. However, after Independence there has been a considerable enlargement of the scope and content of social security benefits largely as a result of adoption of such statutory measures as the Employees' State Insurance Act, 1948, and the Employees' Provident Funds Act, 1952, and to a certain extent, as a result of adjudication awards. The following paragraphs describe briefly the social security benefits being enjoyed by workers in the Tanning and Leather Finishing Industry in the country at the time of the present Survey.

6.1. *Provident Fund Schemes*

The Survey results show that provident fund schemes were in existence in about 66 per cent. of the Tanning and Leather Finishing factories in the country, comprising about 93 per cent. of large and 56 per cent. of small units. In all these factories, the provident funds had been set up under the Employees' Provident Funds Scheme framed by the Government of India in 1952 and consequently, the rate of contribution, conditions of eligibility, etc., were the same as laid down in the Scheme. There were two factories, one in Madras and another in Uttar Pradesh, constituting about 3 per cent. of the Tanning and Leather Finishing factories in the country which were having, in addition to the Employees' Provident Funds Scheme, some other provident fund schemes as well for those employees who were not covered under the statutory scheme. The factory in Madras had introduced a General Provident Fund Scheme which covered monthly-rated staff with one year's service, the rate of contribution by the employees being 6½ per cent. of the basic wages. The factory in Uttar Pradesh had also introduced a General Provident Fund Scheme similar to that in the unit in Madras covering only administrative staff. The provident fund schemes in both the factories were non-contributory insofar as employers were concerned. An estimated number of 11.7 thousand workers in the Tanning and Leather Finishing factories in the country, i.e., 65 per cent. of the total, were members of provident fund schemes as on 31st March, 1965. Details about the percentage of factories having provident fund schemes, etc., in different centres appear in Statement 6.1.

6.2. *Pension Schemes*

There was only one small factory in Madras, constituting 1 per cent. of all Tanning and Leather Finishing factories in the country, which had introduced a regular pension scheme. The pensionary

STATEMENT 6.1

*Estimated Percentage of Tanning and Leather Finishing Factories
having Provident Fund Schemes, etc.
(31st March, 1965)*

Centre	Number of Factories	Percentage of Factories having Provident Fund Schemes	Percentage (of Col. 3) of Factories having		Total Number of Workers* Employed as on 31-3-65	Percentage of Workers who were Members of the Provident Fund Schemes (of Col. 6)
			Employees' Provident Fund Schemes	Employees' Provident Funds as well as Other Schemes		
1	2	3	4	5	6	7
1. Madras ..	153	85.1	97.1	2.9	9,169	67.2
(a) Large Factories ..	35	100.0	100.0	—	4,547	77.3
(b) Small Factories ..	118	80.6	96.0	4.0	4,622	57.3
2. Uttar Pradesh ..	31	91.0	90.1	9.9	3,859	65.2
(a) Large Factories ..	25	88.9	87.5	12.5	3,737	65.2
(b) Small Factories ..	6	100.0	100.0	—	122	65.6
3. Residual ..	140	40.2	100.0	—	4,965	60.9
(a) Large Factories ..	30	88.9	100.0	—	3,222	72.0
(b) Small Factories ..	110	26.9	100.0	—	1,743	40.4
4. All India ..	324	66.3	96.9	3.1	17,993	65.0
(a) Large Factories ..	90	93.2	96.7	3.3	11,506	71.9
(b) Small Factories ..	234	55.9	97.1	2.9	6,487	52.9

*Covered under the Factories Act, 1948.

benefits were in addition to provident fund benefits and were available to monthly-rated workers only. The qualifying conditions and the rate of payment were as per the Central Government Pension Rules.

6.3. Gratuity Schemes

Gratuity schemes, providing for payment of gratuity in the event of retirement, death, voluntary resignation or termination of service by employer on reasons other than misconduct, were in force in only 4 (about 4 per cent.) of the Tanning and Leather Finishing factories in the country, two each in Madras and the Residual Group. The schemes were regular in all the four factories. In one of the factories in Madras, only monthly-rated workers were covered and the qualifying conditions and the rate of payment of gratuity were as per the Central Government Gratuity Rules. In the other factory in Madras, the scheme covered all regular workers. The payment of gratuity in the event of retirement of the workers was in accordance with a pre-determined formula. In the event of death, voluntary resignation and termination of service by employer, gratuity was paid at the rate of half a month's wages for each year of continuous service. The amount of gratuity in the event of voluntary resignation and termination of service by employer was, however, subject to a maximum of 10 months' wages. Gratuity in the

event of voluntary resignation was, however, payable only if the workers had put in 15 years of continuous service. In the Residual Group, the gratuity was payable to all the workers in both the factories. In one of the factories, completion of a minimum service of 3 years was a necessary condition for payment of gratuity in the event of retirement and death. Similarly, in the event of voluntary resignation, a minimum of 15 years' service in the case of production workers and a minimum of 20 years' service in the case of clerical workers were necessary. The rate of payment in each of these three events was 3 weeks' salary for each year of service. The workers were, however, not given any gratuity in the event of termination of service by employer. In the other factory, completion of 15 years of service was a necessary condition for the payment of gratuity. The rate of payment was half a month's basic wages for each completed year of service in all the four events, subject to a maximum of 15 months' basic wages. However, if a worker had put in service for a period of more than 10 years but less than 15 years, on termination of service by the employer, he was entitled to $\frac{1}{3}$ th of one month's basic wages for each completed year of service.

6.4. *Maternity Benefits*

Legislation providing for payment of maternity benefits in cash for certain periods before and after confinement, granting of leave and certain other facilities, etc., to women employed in the factories, exists in almost all States under the various Maternity Benefit Acts passed by the State Governments. However, where the Employees' State Insurance Scheme has been put into force, the employers are absolved of their liability under the concerned Maternity Benefit Act. Information pertaining to maternity benefits in respect of the factories not covered under the above Scheme shows that no such claims had been made or accepted for payment during the calendar year 1964.

6.5. *Industrial Accidents*

The Workmen's Compensation Act, 1923, and the Employees' State Insurance Act, 1948, provide for payment of compensation to workers who are injured on account of accidents arising out of and in the course of employment. Provisions of the Workmen's Compensation Act were applicable, at the time of the Survey, to all factories except those covered under the Employees' State Insurance Scheme. During the present Survey, information in respect of number and nature of industrial accidents was collected from all the sampled factories whether covered or not under the Employees' State Insurance Scheme. On the basis of this information, it is estimated that 320 workers in the Industry were involved in accidents during 1964, which had occurred in about 36 per cent. of the factories. Perhaps a better picture can be had when the number of workers involved in accidents vis-a-vis the number of workers employed is taken into account. The rate of accidents per thousand workers based on the estimate of average daily number employed during 1964 as also the distribution of workers involved by nature of accidents are given in Statement 6.2.

STATEMENT 6.2

Estimated Proportion of Workers Involved in Accidents by Nature of Accident in the Tanning and Leather Finishing Industry (1964)

Centre	Percentage of Factories where Accidents were Reported	Estimated Average Daily Number of Workers Employed in 1964	Number of Workers Involved in Accidents per 1,000 Workers Employed Resulting in			Total
			Death	Permanent Disability	Temporary Disability	
1	2	3	4	5	6	7
1. Madras ..	48.9	7,597	0.5	—	4.1	4.6
(b) Large Factories ..	61.5	4,201	—	—	4.1	4.1
(a) Small Factories ..	45.2	3,396	1.2	—	4.1	5.3
2. Uttar Pradesh ..	27.6	4,781	—	—	—	—
(a) Large Factories ..	22.2	3,412	—	—	—	—
(b) Small Factories ..	50.0	1,369	—	—	—	—
3. Residual ..	22.9	4,157	—	—	68.6	68.6
(a) Large Factories ..	22.2	2,781	—	—	100.3	100.3
(b) Small Factories ..	23.1	1,376	—	—	4.4	4.4
4. All India ..	35.6	16,635	0.2	—	19.1	19.3
(a) Large Factories ..	37.5	10,394	—	—	28.5	28.5
(b) Small Factories ..	34.9	6,141	0.6	—	3.3	3.9

It will be seen from the Statement (6.2) that the rate of accidents in the Industry, as a whole, was about 19 per thousand workers employed. The rate was higher in the Residual Group (about 69) than that in Madras (about 5), there being no accident in Uttar Pradesh. It was also found that accidents were, generally, more frequent in large factories as compared to small ones. The number of workers involved in fatal accidents was negligible. A vast majority of workers were involved in minor accidents resulting in temporary disabilities. No worker was involved in a major accident leading to permanent disability.

6.6. Occupational Diseases

Compensation is also payable under the Workmen's Compensation Act in the case of certain occupational diseases. During the present Survey, only two large factories in Uttar Pradesh reported the existence of tuberculosis. However, no case of tuberculosis in respect of which compensation was payable was reported during the calendar year 1964.

CHAPTER VII

INDUSTRIAL RELATIONS

During the present Survey, information was collected in respect of some important aspects of industrial relations in the Tanning and Leather Finishing Industry. The observations made appear in the following paragraphs:

7.1. Industrial Disputes

Data pertaining to industrial disputes were not collected during the present Survey since the same were already being received in the Labour Bureau. Such information in respect of the number of disputes in the Tanning and Leather Finishing Industry and consequent loss of man-days since 1959 is given in Statement 7.1.

STATEMENT 7.1

Number of Disputes Resulting in Work Stoppages, Workers Involved and Man-days Lost in the Tanning and Leather Finishing Industry (From 1959 to 1965)

Year	Number of Disputes*	Number of Workers Involved	Number of Man-days Lost (in 000's)
1959	9	4,999	32
1960	10	792	3
1961	11	2,425	22
1962	17	1,103	2
1963	27	1,140	4
1964	24	9,589	37
1965	14	2,625	7

Source—Indian Labour Statistics, 1964 and 1966.

*Resulting in work stoppages on account of strikes and lock-outs and involving 10 or more workers.

It would be seen from the Statement (7.1) that, more or less, peaceful conditions prevailed in the Industry except for the years 1959, 1961 and 1964 in which there was a considerable loss of working time. In 1959, there was a major dispute in a factory in West Bengal which alone accounted for a loss of 21,000 man-days. The dispute was regarding non-implementation of minimum wage. In 1961 also, there was a major dispute in a factory in Madras which accounted for a loss of about 18,000 man-days. The dispute was regarding wages, dearness allowance, etc. A major portion of the man-days lost in the year 1964 was accounted for by two strikes in Madras. Of these, one accounting for a loss of about 20,000 man-days was in connection with a demand of the workers for certain relief and the other accounting for a loss of about 12,000 man-days was in connection with non-settlement of certain demands of workers.

7.2. Trade Unionism

On the basis of the data collected during the present Survey it is estimated that in the Industry, as a whole, workers were organised into trade unions in 74 per cent. of the factories and nearly 60 per cent. of them were members of such unions. Details appear in Statement 7.2.

STATEMENT 7.2

Estimated Percentage of Tanning and Leather Finishing Factories where Workers were Members of Trade Unions, etc. (1965-66)

Centre	Number of Factories	Percentage of Factories where Workers were Members of Trade Unions	Number of Workers* as on 31-3-65	Number of Workers who were Members of Trade Unions	Percentage of Factories where Trade Unions (some or all) were Recognised
1	2	3	4	5	6
1. Madras ..	153	87.6	9,169	6,137 (66.9)	100.0
(a) Large Factories ..	35	100.0	4,547	3,098 (68.1)	100.0
(b) Small Factories ..	118	83.9	4,622	3,039 (65.8)	100.0
2. Uttar Pradesh ..	31	44.8	3,859	1,426 (37.0)	100.0
(a) Large Factories ..	25	55.6	3,737	1,426 (38.2)	100.0
(b) Small Factories ..	6	—	122	—	—
3. Residual ..	140	65.6	4,965	3,318 (66.8)	100.0
(a) Large Factories ..	30	44.4	3,222	2,283 (70.9)	100.0
(b) Small Factories ..	110	71.4	1,743	1,035 (59.4)	100.0
4. All India ..	324	74.0	17,993	10,881 (60.5)	100.0
(a) Large Factories ..	90	69.1	11,506	6,807 (59.2)	100.0
(b) Small Factories ..	234	75.9	6,487	4,074 (62.8)	100.0

* 'Covered' under the Factories Act, 1948.

NOTE:—Figures within brackets in col. 5 are percentages of workers to those given in Col. 4.

The figures given in the Statement would show that about 88 per cent. of the factories in Madras had trade unions as against nearly 66 per cent. in the Residual Group and about 45 per cent. in Uttar Pradesh, the percentage of workers who were members of trade unions being about 67 in both Madras and the Residual Group and 37 in Uttar Pradesh. At the Industry level, there was not much difference between large and small factories. In about 92 per cent. of the units, all the unions were registered under The Trade Unions Act, 1926. In nearly 3 per cent. of the units, only some of the unions were registered whereas others were not registered. The managements of all the units having unions had accorded recognition to all or some of the unions functioning in their units.

It was observed during the Survey that the main activity of trade unions was securing of claims of their members under the various Labour Acts as about 82 per cent. of the unions were found engaged in this activity. In the country as a whole, about 14 per cent. of the unions were providing welfare facilities to their members and about 18 per cent. were providing relief to distressed workers. Adult education does not seem to have attracted the attention of more than only about 4 per cent. of the unions at the Industry level. Similarly, in the Industry as a whole, only 4 per cent. of the unions were found providing recreation facilities to their workers.

7.3. *Collective Agreements*

In the course of the Survey, information was collected in respect of collective agreements concluded between the management and the workers in the sampled units since 1956. It is estimated that about 53 per cent. of the Tanning and Leather Finishing factories in the country had concluded such agreements since 1956. Their proportion was higher in small factories (59 per cent.) as compared to large ones (37 per cent.) in the Industry, as a whole. These agreements existed in factories covered in Madras and Residual Group only. In Madras, about 70 per cent. of the factories and in the Residual Group, nearly 47 per cent. of the factories had concluded such agreements. In Madras, a majority of the units had entered into collective agreements covering bonus whereas the agreements concluded in the Residual Group covered a wide range of subjects like wages, dearness allowance, bonus, payment of dues, over-time rates and leave with pay.

7.4. *Standing Orders*

Under the Industrial Employment (Standing Orders) Act, 1946, framing of Standing Orders for regulating such matters as classification of workers, intimation of periods and hours of work, holidays, termination of employment, redress of grievances, etc., is obligatory for all those factories which employ 100 or more workers. The State Governments are, however, empowered to extend the scope of the Act to even those establishments which employ a smaller number of workers.

It is estimated on the basis of the data collected during the Survey that only about 10 per cent. of the factories in the Tanning and Leather Finishing Industry were under a statutory obligation to frame Standing Orders and that about 76 per cent. of them had done so. Compliance with the law was cent. per cent. in Uttar Pradesh whereas in Madras and the Residual Group, the percentage was about 74 and 61 respectively. In addition to these, some of the factories which were not under a statutory obligation had also framed Standing Orders. Thus, it is estimated that in the Industry as a whole, Standing Orders had been framed in about 51 per cent. of the factories. In all cases, the Standing Orders had been framed under the Industrial Employment (Standing Orders) Act, 1946. In nearly 98 per cent. of the establishments, the Standing Orders had been certified. In about 95 per cent. of the factories having Standing Orders, such Orders covered more than one category of workers (i.e., production workers, clerical and watch and ward staff) whereas in the remaining 5 per cent., they covered production workers only. Centre-wise details are given in Statement 7.3.

STATEMENT 7.3

Estimated Percentage of Tanning and Leather Finishing Factories where Standing Orders were Framed, etc. (1965-66)

Centre	Number of Factories	Percentage of Factories which had Framed Standing Orders	Percentage of Factories under Statutory Obligation to Frame Standing Orders	Percentage of Factories where Standing Orders were Framed (of col. 4)	Percentage of Factories where Standing Orders were Certified
1	2	3	4	5	6
1. Madras	153	90.1	9.5	73.9	100.0
(a) Large Factories ..	35	100.0	30.8	100.0	100.0
(b) Small Factories ..	118	87.1	3.2	—	100.0
2. Uttar Pradesh ..	31	62.7	26.9	100.0	85.8
(a) Large Factories ..	25	77.8	33.3	100.0	85.8
(b) Small Factories ..	6	—	—	—	—
3. Residual	140	4.8	7.8	61.2	100.0
(a) Large Factories ..	30	22.2	22.2	100.0	100.0
(b) Small Factories ..	110	—	3.9	—	—
4. All India	324	50.6	10.4	76.2	98.3
(a) Large Factories ..	90	67.9	28.6	100.0	95.5
(b) Small Factories ..	234	43.9	3.4	—	100.0

7.5. Labour and Welfare Officers

With a view to enabling employers to have better arrangements for personnel management and to help them in ensuring proper implementation of labour laws, specific provision has been made in the Factories Act, 1948, requiring all factories employing 500 or more workers to appoint Labour or Welfare Officers. The Rules framed by the State Governments under the Act prescribe the functions and duties of these Officers.

It was observed during the present Survey that only two large factories, one in Madras and the other in the Residual Group, constituting about 2 per cent. of the factories in the Industry as a whole, were under a statutory obligation to appoint Labour/Welfare Officers and that they had fulfilled their obligation. These Officers had a wide range of activities and were found to be performing all such duties as have been prescribed in the Rules framed under the Act. Securing redress of workers' grievances and maintenance of harmonious relations between the management and workers were some of their most important functions. They were also advising managements in regard to matters connected with the proper implementation of various labour laws. Organisation and supervision of labour welfare and recreation activities were also a part of the duties of these officers.

7.6. Works or Joint Committees

It was not till the enactment of the Industrial Disputes Act, 1947, that any positive step was taken by the Government of India for the setting up of Works or Joint Committees in the country. The Act lays down that all those establishments which employ 100 or more workers shall constitute Works Committees. Some of the State Laws also provide for the constitution of Joint Committees in certain types of establishments.

The results of the present Survey have shown that only about 10 per cent. of the Tanning and Leather Finishing factories in the country were under a statutory obligation to set up Works or Joint Committees and, of these, only about 26 per cent. had complied with the law. The percentage of the units in Madras and the Residual Group which had complied with the law was estimated at about 45 and 31 respectively. None of the factories had respected the law in Uttar Pradesh although about 36 per cent. employed 100 or more workers. The main reason for not setting up these Committees in the factories where it was obligatory was reported to be indifference on the part of the managements as well as the workers. None of the other units surveyed had formed such Committees voluntarily. In all the factories having Works Committees, equal representation was given to employers and employees on these Committees and they met quite frequently. The records of the meetings indicate that, in most of the meetings, individual cases were discussed. These included increase in wages, payment of bonus, grant of uniforms and aprons, establishment of a co-operative store, etc., and the decisions taken were generally implemented.

7.7. Production and Other Committees

Emergency Production Committees were found to have been set up in only 3 factories (two large and one small) in the Residual Group, comprising about 3 per cent. of the factories at the all-India level. The functions of these Committees were to advise on matters relating to production. The representation of workers and management on two of such Committees was equal whereas, in the third Committee, the representatives of the workers were more than those of the management.

Safety Committees were reported to be existing in 5 large factories comprising about 4 per cent. of the factories in the Industry as a whole. Of these, three factories were located in Uttar Pradesh and one each in Madras and the Residual Group. The functions of these Committees were to promote safety measures and to devise ways and means for preventing accidents. The Committees consisted of representatives of both management and workers.

In one of the large factories surveyed in the Residual Group, a Grievance Procedure Committee was reported to have been formed in the year 1964. The committee had held two meetings till the period of the Survey. The committee in both the meetings had recommended that workers should be given an advance to procure foodgrains when they were cheap and at both the times the advance was sanctioned. The advance was recovered in 3 instalments.

7.8. *Grievance Procedure*

With the coming into force of the Industrial Employment (Standing Orders) Act, 1946, it has become compulsory for all factories employing 100 or more workers to frame Standing Orders prescribing, *inter alia*, a procedure to be followed for the redress of workers' grievances. As mentioned elsewhere, about 51 per cent. of the factories in the country had framed Standing Orders and thus had a prescribed grievance procedure. Factories in Madras were leading in this respect as about 90 per cent. of them had a regular grievance procedure as against 27 per cent. in Uttar Pradesh and 5 per cent. in the Residual Group. However, according to the prevailing practice, grievances were usually submitted by the worker himself or on his behalf by a union of which he was a member, to the Manager of the unit. The Manager personally investigated the complaint and took a decision. A copy of the order finally passed was supplied to the complainant if he asked for it.

7.9. *Association of Workers with the Management*

The present Survey shows that none of the factories in the country had introduced any scheme for associating workers with the management of the undertaking.

CHAPTER VIII

LABOUR COST

Information pertaining to labour cost was collected from the sampled establishments during the course of the present Survey in respect of the employees covered under the Factories Act, 1948, and receiving less than Rs. 400 per month as wages. This was in pursuance of the decision taken by the Study Group on Wage Costs appointed by the Ministry of Labour and Employment in 1959. The enquiry relating to labour cost was modelled on the lines of the Study of Labour Costs in the European Industry, made by the International Labour Office in 1956, with such modifications as were considered necessary in the light of local conditions obtaining in India. For instance, in view of the fact that wages in India are paid on the basis of days instead of hours, data were collected in respect of man-days instead of man-hours. Similarly, it was found in the course of the pilot enquiry that, except for very few establishments, separate records of premium payments made for leave or holidays, or for days not worked, were not maintained and hence these were dropped as separate items and included under 'Basic Wages'. Certain additions were made in the list either on the basis of the decisions of the Study Group referred to above, or to elicit separate information on some of the items on which employers have to incur expenses under labour laws in force in the country, e.g., lay-off, washing facilities, retrenchment compensation, etc.

The Survey in this Industry started in April, 1965 and ended in February, 1966. With a view to maintaining comparability of data and ensuring uniformity, it was intended to collect information, as far as possible, for one continuous period of 12 months. The field staff was, therefore, asked to collect the data for the calendar year 1964. If, however, the financial year of the establishment did not coincide with the calendar year, and it was not feasible to collect information for the year 1964, the field staff was asked to collect the data for the latest period of 12 months for which information was available, subject to the condition that a major period of the calendar year 1964 was covered. The available data show that it was possible to collect information from most of the sampled establishments for the year 1964. Hence, the labour cost data can be taken to relate broadly to the calendar year 1964.

8.1. Labour Cost Per Man-day Worked

Data in respect of man-days worked and the wages and other earnings of the workers were collected for the above-mentioned period. Further, expenditure incurred by the employers on various welfare and social security measures, subsidy services, etc., representing the cost incurred by the employers on labour was also recorded in the course of the Survey. Based on the above, the average labour cost per man-day worked has been worked out and is given in Statement 8.1.

STATEMENT 8.1

**Estimated Labour Cost Per Man-day Worked in the Tanning and
Leather Finishing Industry
(1964)**

(In Rs.)

Centre	Labour Cost Per Man-day Worked						
1	2						
1. Madras	4.37
(a) Large Factories	4.78
(b) Small Factories	3.85
2. Uttar Pradesh	3.77
(a) Large Factories	3.81
(b) Small Factories	2.59
3. Residual	7.10
(a) Large Factories	9.15
(b) Small Factories	3.39
4. All India	4.94
(a) Large Factories	5.53
(b) Small Factories	3.69

The over-all labour cost per man-day worked for the Industry, as a whole, has been estimated at Rs. 4.94. The burden of the cost was the highest (Rs. 7.10) in the Residual Group and the lowest (Rs. 3.77) in Uttar Pradesh. The labour cost was higher in large factories as compared to small ones.

8.2. Components of Labour Cost

Statement 8.2 shows the distribution of the labour cost according to major heads under which the data were collected.

STATEMENT 8.2

**Estimated Labour Cost Per Man-day Worked by Main Components
in the Tanning and Leather Finishing Industry
(1964)**

(In Rupees)

Centre		Wages	Pre- mium Pay for Over- time and Late Shifts	Bonuses	Other Cash Pay- ments	Money Value of Con- cessions in Kind	Social Security Contributions	
							Obli- gatory	Non- Obli- gatory
		(a)	(b)		(c)			
1		2	3	4	5	6	7	8
1. Madras	..	3.62 (82.84)	—	0.33 (7.55)	*	0.07 (1.60)	0.17 (3.89)	*
(a) Large Factories	..	3.92 (82.01)	—	0.42 (8.79)	*	0.01 (0.21)	0.21 (4.39)	*
(b) Small Factories	..	3.25 (84.41)	—	0.21 (5.45)	—	0.14 (3.64)	0.12 (3.12)	—
2. Uttar Pradesh	..	3.41 (90.45)	*	0.10 (2.65)	0.02 (0.53)	*	0.16 (4.24)	—
(a) Large Factories	..	3.44 (90.29)	*	0.11 (2.89)	0.02 (0.52)	*	0.16 (4.20)	—
(b) Small Factories	..	2.27 (87.64)	—	—	—	—	0.18 (6.95)	—
3. Residual	..	5.56 (78.31)	0.08 (1.13)	0.68 (9.58)	0.01 (0.14)	0.03 (0.42)	0.40 (5.63)	0.03 (0.42)
(a) Large Factories	..	6.95 (75.95)	0.13 (1.42)	1.00 (10.93)	0.01 (0.11)	0.02 (0.22)	0.56 (6.12)	0.04 (0.44)
(b) Small Factories	..	3.04 (89.68)	—	0.12 (3.54)	0.01 (0.29)	0.04 (1.18)	0.12 (3.54)	—
4. All India	..	4.07 (82.39)	0.02 (0.41)	0.37 (7.49)	0.01 (0.20)	0.04 (0.81)	0.23 (4.66)	0.01 (0.29)
(a) Large Factories	..	4.51 (81.56)	0.04 (0.72)	0.45 (8.14)	0.01 (0.18)	0.01 (0.18)	0.28 (5.06)	0.01 (0.18)
(b) Small Factories	..	3.17 (85.91)	—	0.18 (4.88)	*	0.11 (2.98)	0.12 (3.25)	*

*Less than Re. 0.005

(a) Includes basic wage, dearness allowance, incentive bonus and attendance bonus.

(b) Includes extra payment for working on holidays.

(c) Includes house rent allowance, travelling allowance etc., and other ex-gratia payments.

STATEMENT 8.2—*contd.*

(In Rupees)

Centre	Subsidies		Cost of Running Welfare Centres	Direct Benefits	Some Other Payments Related to Labour Cost	Others	Total
	(d)	(e)					
1	9	10	11	12	13	14	
1. Madras	0.13 (2.97)	*	—	0.01 (0.23)	0.04 (0.92)	4.37 (100.00)	
(a) Large Factories ..	0.17 (3.56)	—	—	*	0.05 (1.04)	4.78 (100.00)	
(b) Small Factories ..	0.08 (2.08)	*	—	0.02 (0.52)	0.03 (0.78)	3.85 (100.00)	
2. Uttar Pradesh	0.07 (1.86)	—	—	*	0.01 (0.27)	3.77 (100.00)	
(a) Large Factories ..	0.07 (1.84)	—	—	*	0.01 (0.26)	3.81 (100.00)	
(b) Small Factories ..	0.08 (3.09)	—	—	0.01 (0.39)	0.05 (1.93)	2.59 (100.00)	
3. Residual	0.20 (2.82)	—	—	*	0.11 (1.55)	7.10 (100.00)	
(a) Large Factories ..	0.28 (3.06)	—	—	*	0.16 (1.75)	9.15 (100.00)	
(b) Small Factories ..	0.05 (1.48)	—	—	*	0.01 (0.29)	3.39 (100.00)	
4. All India	0.13 (2.63)	*	—	0.01 (0.20)	0.05 (1.01)	4.94 (100.00)	
(a) Large Factories ..	0.16 (2.89)	—	—	*	0.06 (1.09)	5.53 (100.00)	
(b) Small Factories ..	0.07 (1.90)	*	—	0.01 (0.27)	0.03 (0.81)	3.69 (100.00)	

*Less than Re. 0.005.

NOTE : —Figures within brackets are percentages to total.

(d) Includes expenditure on medical and health care, canteens, company housing, creches, educational and recreation services, etc.

(e) Includes direct payments made by the employer to the beneficiary on occasions like birth, death, marriage, etc.

(f) Includes expenditure on recruitment, vocational training, apprenticeship, on-the-job medical services, etc.

(g) Includes expenditure on miscellaneous payments like supply of protective equipment to workers, pay of Labour/Welfare Officers, etc.

8.2.1. Wages

This component comprises basic wage and dearness allowance, incentive/production bonus and attendance bonus received by employees. It was desired by the Bureau to collect data under this head in respect of the man-days worked alone, but in the course of the pilot enquiry it was found that most of the employers did not maintain separate records of payments made for the days actually worked, and for leave and holiday periods. Consequently, the amount of basic wage and dearness allowance recorded included the sum paid for the days worked as well as for the days not worked but paid for.

It will be noticed from Statement 8.2 that 'wages' constituted about 82 per cent. of the total labour cost in the Tanning and Leather Finishing Industry. This proportion was the highest in Uttar Pradesh (about 90 per cent.), followed by Madras (about 83 per cent.) and the Residual Group (about 78 per cent.). The cost on account of 'wages' was higher in large factories as compared to small ones. Statement 8.3 gives the break-up of the 'wages' cost into various sub-groups, viz., basic earnings, incentive or production bonus and attendance bonus. At the Industry level, the whole of the 'wages' cost was accounted for by basic earnings.

STATEMENT 8.3

Estimated Break-up of 'Wages' Cost by Components in the Tanning and Leather Finishing Industry (1964)

					(In Rupees)
Centre	Basic Wages and Dearness Allowance (or Consolidated Wages)	Incentive/Production Bonus	Attendance Bonus	Total	
1	2	3	4	5	
1. Madras	3.62 (100.00)	*	..	3.62 (100.00)	
(a) Large Factories ..	3.92 (100.00)	..	..	3.92 (100.00)	
(b) Small Factories ..	3.25 (100.00)	*	..	3.25 (100.00)	
2. Uttar Pradesh	3.41 (100.00)	..	..	3.41 (100.00)	
(a) Large Factories ..	3.44 (100.00)	..	..	3.44 (100.00)	
(b) Small Factories ..	2.27 (100.00)	..	..	2.27 (100.00)	
3. Residual	5.54 (99.64)	0.02 (0.36)	*	5.56 (100.00)	
(a) Large Factories ..	6.92 (99.57)	0.03 (0.43)	..	6.95 (100.00)	
(b) Small Factories ..	3.03 (99.67)	..	0.01 (0.33)	3.04 (100.00)	
4. All India	4.07 (100.00)	*	*	4.07 (100.00)	
(a) Large Factories ..	4.50 (99.78)	0.01 (0.22)	..	4.51 (100.00)	
(b) Small Factories ..	3.17 (100.00)	*	*	3.17 (100.00)	

*Less than Re. 0.005.

NOTE—Figures within brackets are percentages.

8.2.2. *Premium Pay for Overtime and Late Shifts*

Under this group, only the premium part of pay for overtime work, late shifts and work on holidays was recorded. This was represented by an amount received by the workers in addition to their normal pay. For instance, if a worker received one and a half times his normal wages for overtime work, the extra amount paid to him, i.e., one-half, was recorded against this item. The normal wages were included under the group 'wages'.

It would be seen from Statement 8.2 that premium payment for overtime work and late shifts accounted for a very small proportion (i.e., 0.41 per cent.) of the total labour cost per man-day worked.

8.2.3. *Bonuses*

Payments made in respect of festival, year-end and other bonuses were recorded under this item. As would appear from Statement 8.2, the combined cost in respect of all such bonuses amounted to Re. 0.37 per man-day worked or 7.5 per cent. of the total labour cost in the Industry, as a whole. This proportion was the lowest (2.65 per cent.) in Uttar Pradesh and the highest (9.58 per cent.) in the Residual Group.

Further break-up of such bonuses shows that the annual or year-end bonus constituted about 99 per cent. of the cost on account of bonus payments while festival bonus accounted for the remaining about 1 per cent.

8.2.4. *Other Payments in Cash and Money Value of Concessions in Kind.*

Other cash payments were those which were made regularly such as house-rent allowance and also included some *ad hoc* or *ex-gratia* payments made to workers. Payments under this head accounted for a meagre sum of Re. 0.01 per man-day worked.

Money value of concessions in kind related to such items as distribution of sweets and supply of free tea/coffee to the workers. Its share in the total labour cost was also negligible (i.e., about 1 per cent.).

8.2.5. *Social Security Contributions*

Information in respect of this component of labour cost was collected under two heads: (a) obligatory, i.e., those expenses which the employers were required to incur in compliance with certain labour laws, and (b) non-obligatory, i.e., those social security contributions which the employers were making on a voluntary basis without any legal compulsion. The Survey results show that the expenses on the various social security contributions amounted to Re. 0.24 per man-day worked, or nearly 5 per cent. of the total labour cost. Details about the labour cost in respect of various items of social security contributions for which the data were collected are given in Statement 8.4.

STATEMENT 8.4

**Estimated Cost of Social Security Contributions per Man-day Worked
in the Tanning and Leather Finishing Industry
(1964)**

(In Rupees)

Centre	Obligatory						
	Provi- dent Fund	Retrench- ment Compen- sation	Compen- sation for Lay-off	Employees' State Insu- rance Contribu- tion	Compensation for Employ- ment Injury	Occupa- tional Diseases	Mater- nity Benefits
1	2	3	4	5	6	7	8
1. Madras ..	0.09 (52.94)	0.01 (5.88)	—	0.05 (29.41)	*	—	—
(a) Large Factories	0.08 (38.10)	0.01 (4.76)	—	0.08 (38.09)	*	—	—
(b) Small Factories	0.10 (83.33)	—	—	0.02 (16.67)	—	—	—
2. Uttar Pradesh ..	0.09 (56.25)	—	—	0.07 (43.75)	—	—	—
(a) Large Factories	0.09 (56.25)	—	—	0.07 (43.75)	—	—	—
(b) Small Factories	0.13 (72.22)	—	—	0.05 (27.78)	—	—	—
3. Residual ..	0.29 (72.50)	—	—	0.11 (27.50)	—	—	—
(a) Large Factories	0.40 (71.43)	—	—	0.15 (26.79)	—	—	—
(b) Small Factories	0.09 (75.00)	—	—	0.03 (25.00)	—	—	—
4. All India ..	0.15 (65.22)	*	—	0.07 (30.43)	*	—	—
(a) Large Factories	0.16 (57.15)	0.01 (3.57)	—	0.09 (32.14)	*	—	—
(b) Small Factories	0.10 (83.33)	—	—	0.02 (16.67)	—	—	—

STATEMENT 8.4—*contd.*

(In Rupees)

Centre	Obligatory			Total	Non-obligatory	Total for obligatory and non-obligatory	Percentage of Social Security Contributions to the total Labour Cost
	Dependants Allowance	Other Social Programme	Gratuity				
1	9	10	11	12	13	14	15
1. Madras ..	—	—	0.02 (11.77)	0.17 (100.00)	*	0.17	3.89
(a) Large Factories	—	—	0.04 (19.05)	0.21 (100.00)	*	0.21	4.39
(b) Small Factories	—	—	—	0.12 (100.00)	*	0.12	3.12
2. Uttar Pradesh ..	—	—	—	0.16 (100.00)	—	0.16	4.24
(a) Large Factories	—	—	—	0.16 (100.00)	—	0.16	4.20
(b) Small Factories	—	—	—	0.18 (100.00)	—	0.18	6.95
3. Residual ..	—	—	*	0.40 (100.00)	0.03	0.43	6.06
(a) Large Factories	—	—	0.01 (1.78)	0.56 (100.00)	0.04	0.60	6.56
(b) Small Factories	—	—	—	0.12 (100.00)	—	0.12	3.54
4. All India ..	—	—	0.01 (4.35)	0.23 (100.00)	0.01	0.24	4.86
(a) Large Factories	—	—	0.02 (7.14)	0.28 (100.00)	0.01	0.29	5.24
(b) Small Factories	—	—	—	0.12 (100.00)	*	0.12	3.25

*Less than Re. 0.005.

NOTE—Figures within brackets are percentages.

It will be seen from the Statement (8.4) that expenditure incurred by employers per man-day worked on obligatory social security contributions during the year under reference amounted to Re. 0.23 and on non-obligatory contributions to only Re. 0.01. About 65 per cent. of the labour cost on account of obligatory social security contributions was in respect of provident fund contributions alone. The next important item was Employees' State Insurance contributions which accounted for about 30 per cent. of the labour cost on obligatory social security contributions, followed by gratuity (about 4 per cent).

8.2.6. *Subsidies*

Cost to employers on account of certain facilities and services to workers and their families was collected under this head. The facilities listed were Medical and Health Care, Canteens, Restaurants and Other Food Services, Company Housing, Building Fund, Credit Unions and Other Financial Aid Services, Creches, Educational Services (e.g. Library, Reading Rooms, etc.), Recreation Services (Clubs, Sports, Theatres, Cinemas, etc.), Transport, Sanitation (at work places), Drinking Water Facilities, Vacation Houses etc. The net amount spent, including depreciation but excluding any capital expenditure, was recorded. In the course of the pilot enquiry it was noticed that in most of the cases, employers either did not maintain any records separately for the above-mentioned items or expenses related not only to persons falling within the scope of the Study but also to others. Hence, the field staff was asked to obtain estimates, wherever such statistics were not available separately for the above-mentioned items, and/or for the employees covered by the Study only. In the latter case, estimates were made on the basis of the proportion that the employees coming under the scope of the Study formed to the total employees. Statement 8.5 gives details in respect of the cost on subsidies per man-day worked incurred by the employers in the Tanning and Leather Finishing Industry.

STATEMENT 8.5

Estimated Cost of Subsidies per Man-day Worked in the Tanning and Leather Finishing Industry
(1964)

				(In Rupees)	
Centre		Medical and Health Care	Canteens	Restaurants and Other Food Services	Company Housing
3					
1. Madras	..	*	*	0.03 (23.08)	*
(a) Large Factories	..	*	*	0.03 (17.65)	0.01 (5.88)
(b) Small Factories	..	*	—	0.02 (25.00)	*
2. Uttar Pradesh	..	—	—	0.01 (14.28)	0.03 (42.86)
(a) Large Factories	..	—	—	0.01 (14.28)	0.03 (42.86)
(b) Small Factories	..	—	—	—	—
3. Residual	..	0.02 (10.00)	0.04 (20.00)	*	0.01 (5.00)
(a) Large Factories	..	0.03 (10.72)	0.05 (17.86)	—	0.02 (7.14)
(b) Small Factories	..	—	—	*	0.01 (20.00)
4. All India	..	0.01 (7.69)	0.01 (7.69)	0.02 (15.39)	0.01 (7.69)
(a) Large Factories	..	0.01 (6.25)	0.01 (6.25)	0.02 (12.50)	0.02 (13.50)
(b) Small Factories	..	*	—	0.02 (28.57)	*

*Less than Re. 0.005.

NOTE—Figures within brackets are percentages.

STATEMENT 8.5—*contd.*

(In Rupees)

Centro			Creches	Building Funds	Recreation Services	Transport	Sanitation
1			6	7	8	9	10
1. Madras	—	—	*	0·01 (7·69)	0·02 (15·39)
(a) Large Factories			—	—	*	*	0·03 (17·65)
(b) Small Factories			—	—	—	0·02 (25·00)	0·02 (25·00)
2. Uttar Pradesh		—	—	—	—	—	0·03 (42·86)
(a) Large Factories			—	—	—	—	0·03 (42·86)
(b) Small Factories			—	—	—	—	0·07 (87·50)
3. Residual	—	—	0·01 (5·00)	*	0·05 (25·00)
(a) Large Factories			—	—	0·01 (3·57)	—	0·06 (21·43)
(b) Small Factories			—	—	—	*	0·03 (60·00)
4. All India	—	—	*	*	0·03 (23·08)
(a) Large Factories			—	—	*	*	0·04 (25·00)
(b) Small Factories			—	—	—	0·01 (14·29)	0·02 (28·57)

*Less than Re. 0·005.

NOTE—Figures within brackets are percentages.

STATEMENT 8.5—contd.

(In Rupees)

Centre			Drinking Water	Educational Services	Cultural Services	Credit Unions, etc.
1			11	12	13	14
1. Madras	..	..	0.01 (7.69)	—	*	—
(a) Large Factories	..	..	0.01 (5.88)	—	*	—
(b) Small Factories	..	..	0.01 (12.50)	—	—	—
2. Uttar Pradesh	..	..	*	—	—	—
(a) Large Factories	..	..	*	—	—	—
(b) Small Factories	..	..	*	—	—	—
3. Residual	..	..	0.01 (5.00)	0.03 (15.00)	0.02 (10.00)	*
(a) Large Factories	..	..	0.02 (7.14)	0.05 (17.86)	0.03 (10.71)	—
(b) Small Factories	..	..	*	—	—	*
4. All India	..	..	0.01 (7.69)	0.01 (7.69)	0.01 (7.69)	*
(a) Large Factories	..	..	0.01 (6.25)	0.01 (6.25)	0.01 (6.25)	—
(b) Small Factories	..	..	0.01 (14.29)	—	—	*

STATEMENT 8.5—contd.

(In Rupees)

Centre			Washing Facilities	Vacation Homes	Others	Total	Percentage of Subsidies to Total Labour Cost
1			15	16	17	18	19
1. Madras	..	..	0.01 (7.69)	*	0.05 (38.46)	0.13 (100.00)	2.97
(a) Large Factories	..	..	0.01 (5.88)	—	0.08 (47.06)	0.17 (100.00)	3.56
(b) Small Factories	..	..	0.01 (12.50)	*	*	0.08 (100.00)	2.08
2. Uttar Pradesh	..	..	*	—	—	0.07 (100.00)	1.86
(a) Large Factories	..	..	*	—	—	0.07 (100.00)	1.84
(b) Small Factories	..	..	0.01 (12.50)	—	—	0.08 (100.00)	3.09
3. Residual	..	..	*	—	0.01 (5.00)	0.20 (100.00)	2.82
(a) Large Factories	..	..	*	—	0.01 (3.57)	0.23 (100.00)	3.06
(b) Small Factories	..	..	0.01 (20.00)	—	*	0.05 (100.00)	1.48
4. All India	..	..	*	*	0.02 (15.39)	0.13 (100.00)	2.63
(a) Large Factories	..	..	*	—	0.03 (18.75)	0.16 (100.00)	2.89
(b) Small Factories	..	..	0.01 (14.28)	*	*	0.07 (100.00)	1.90

*Less than Re. 0.005.

NOTE—Figures within brackets are percentages.

The cost on subsidies amounted to Re. 0.13 per man-day worked or about 3 per cent. of the total labour cost. The proportion of this expenditure was generally higher in large factories. Data collected have further revealed that a higher amount was spent on subsidies in the Residual Group than in Madras and Uttar Pradesh. As would be seen from Statement 8.5, the main items of expenditure under this head were Sanitation, Restaurants and Other Food Services, Medical and Health Care, Canteens, Company Housing, Drinking Water, Cultural Services and Educational Services. These items alone accounted for about 85 per cent. of the total cost on subsidies.

8.2.7. Some Other Payments Related to Labour Cost

Under this group, expenses relating to recruitment, vocational training, apprenticeship and on-the-job medical services were recorded. A perusal of Statement 8.2 (Col. 12) would show that this group accounted for a small expenditure of Re. 0.01 per man-day worked in the Industry, as a whole.

8.2.8. Others

Under this head, only those expenses which could not be grouped under any of the heads or sub-heads of the labour cost items were recorded. They related to cost incurred by the employers in connection with the supply of protective equipment to workers and salaries of Labour/Welfare Officers. The total cost incurred on account of all these items amounted to Re. 0.05 per man-day worked or about one per cent. of the total labour cost.

CHAPTER IX

SUMMARY OF FINDINGS

The Tanning and Leather Finishing Industry is one of the oldest industries in India. The country is earning a lot of foreign exchange through the export of leather and its products. In 1965, the number of Tanning and Leather Finishing factories stood at 436 providing employment to about 18 thousand persons. Madras State alone accounted for a little more than half the number of factories as well as the employment therein.

On the basis of the present Survey, it is estimated that on 31st March, 1965, the Industry employed 18,757 workers. Nearly 89 per cent. of the employees were 'Production and Related Workers (including Supervisory)'. The working force in the Industry consisted mainly of men (about 98 per cent.), the number of women workers being very small. Child labour was totally absent. About two-thirds of the workers were being paid on time-rate basis and the rest (about 36 per cent.) were piece-rated. Employment of workers through contractors was not common in the Industry as hardly 3.5 per cent. of the units were found to be employing contract workers and they formed only about one per cent. of the total production workers. About 89 per cent. of the workers were recruited directly by the managements at the factory gate.

Nearly 69 per cent. of the production workers employed directly were permanent, about 23 per cent. temporary, about 7 per cent. casual and the rest were probationers and apprentices. The system of employing *badlis* was not in vogue in any of the sampled units. Distribution of directly employed production and related workers according to their length of service shows that nearly 31 per cent. of them had less than one year's service to their credit while an equal proportion had put in 1 year to 5 years of service. Those having a longer length of service i.e., 10 years or more, formed about one-fifth of the total production workers. None of the units surveyed had taken measures to reduce labour turnover while about 42 per cent. of the units had taken some measures to reduce absenteeism. Training and apprenticeship facilities were found to exist in only two factories both situated in Madras.

During March, 1965, the average daily earnings of 'Professional, Technical and Related Personnel' were the highest, i.e., Rs. 18.84, followed by 'Administrative, Executive and Managerial Personnel' (Rs. 12.52), 'Clerical and Related Workers' (Rs. 7.94) and 'Watch and Ward and Other Services' (Rs. 3.20). The average daily earnings of all the above four categories of workers were much higher in large factories as compared to those in small ones. The average daily earnings of 'all workers' based on the Payment of Wages Act Returns, were Rs. 4.66, nearly 76 per cent. of which comprised basic wages alone.

The practice of paying a separate dearness allowance was prevalent in about 9 per cent. of the factories in the country. Dearness allowance was linked with Consumer Price Index Number in about 51 per cent. of the units, it was paid at a flat rate in about 39 per cent. and according to income slabs in the remaining units. Production/incentive bonus, night-shift allowance, transport allowance and attendance bonus were being paid in a very few factories. The practice of paying annual bonus existed in about 72 per cent. of the factories in the Industry. The practice was most common in Madras where nearly 93 per cent. of the units were paying this bonus. Festival bonus was being paid in about 5 per cent. of the factories in the country.

Nearly 96 per cent. of the factories were working one shift daily, about 2 per cent. had double shift and the remaining 2 per cent. were working more than two shifts. Night shifts were being worked in about 3 per cent. of the factories in the country and all of them had a regular system of changing workers from one shift to another.

About 78 per cent. of the factories were working up to 8 hours a day and the rest worked for 8½ hours. The period of rest interval in about 57 per cent. of the factories was more than half an hour and up to one hour.

In regard to such basic necessities as latrines, the position was found to be, more or less, satisfactory as the percentage of factories where such facilities existed was about 94. Urinals were, however, found to have been provided in only about 29 per cent. of the factories at the Industry level.

About 83 per cent. of the factories were found to be granting earned leave with pay to their employees, generally, in accordance with the provisions of the Factories Act, 1948. Data collected regarding the number of workers who availed of leave show that about 48 per cent. of the workers had enjoyed the leave during 1964 and about three-fourths of them took leave for over 10 and up to 15 days. The practice of granting casual and sick leave with pay existed in about 29 and 6 per cent. of the factories respectively. National and/or festival holidays with pay were being allowed to workers in about 95 per cent. of the factories.

Suitable arrangements for the supply of drinking water were found to be existing in all the factories surveyed. Cooled water during the summer months was being supplied in about 54 per cent. of the factories. All those factories which were under a statutory obligation to supply cool drinking water during the summer months had duly complied with the law. Washing facilities were found to have been provided in about 86 per cent. of the factories and about two-thirds of them were also providing some cleansing material such as soap, towels, etc. Bathing facilities were available to workers in nearly one-fourth of the factories in the Industry.

About 81 per cent. of the factories required to provide canteens had done so. Out of the units providing canteens, nearly 77 per cent. served tea, coffee, snacks and meals while the remaining served one

or more of these items. About three-fourths of the canteens were being run by the managements. Of the factories required to provide rest shelters, all had complied with the law. In all, rest-shelters existed in about 9 per cent. of the units in the Industry. A negligible proportion of the factories in the Industry provided recreation and educational facilities.

The Survey revealed that only one unit in Uttar Pradesh had a hospital which was common for other establishments under the same management. As regards ambulance rooms, two large factories, one in Madras and the other in the Residual Group were under a statutory obligation to provide ambulance rooms and both were found to have done so. First-aid boxes were provided in about 87 per cent. of the factories, out of which nearly three-fourths were easily accessible to the workers. The boxes were under the charge of trained first-aiders in about 48 per cent. of the units and their contents were complete in about 72 per cent. of the factories.

Not much attention seems to have been paid by the Industry to the problem of providing residential accommodation for its employees since only about 15 per cent. of the factories in the country had provided housing facilities to about one-tenth of their employees. Nearly three-fourths of the houses were one-room tenements and in about 87 per cent. of the cases, no rent was charged from the allottees.

Provident fund schemes were in force in about two-thirds of the factories. In addition to the Employees' Provident Fund Scheme which was in force in all these units, about 3 per cent. had introduced General Provident Fund Schemes also for the benefit of those employees who were not covered under the statutory scheme. On 31st March, 1965, 65 per cent. of the workers were members of the various provident fund schemes. Pension and gratuity schemes were however, not much in vogue in the Tanning and Leather Finishing Industry as they existed in only a negligible proportion of the factories.

It is estimated that, during 1964, the frequency rate of accidents per thousand workers employed in the Industry was about 19. Most of the workers involved in accidents suffered only temporary disability.

Trade unions existed in about three-fourths of the factories and nearly 60 per cent. of the workers were members of these unions. The managements of all the units having trade unions were found to have recognised all or some of the unions functioning in their factories.

Collective agreements, since 1956, had been concluded in about 53 per cent. of the units. It is significant to note that the number of factories where such agreements had been concluded was more in small units as compared to large ones.

Standing Orders for regulating service conditions, etc., had been framed in about 76 per cent. of the factories which were statutorily obliged to do so. Including a few others which had framed Standing Orders voluntarily, the percentage of factories having Standing Orders in the Industry, as a whole, was about 51.

All factories which were under a statutory obligation to appoint Labour/Welfare Officers had complied with the provision of the law. Works/Joint Committees were found to have been set up in about one-fourth of the establishments which were obliged to do so. Information collected regarding the system of settling grievances of the workers in the Industry shows that in about 51 per cent. of the units, a prescribed grievance procedure was in existence.

Data pertaining to labour cost collected in respect of workers covered under the Factories Act, 1948, and receiving less than Rs. 400 per month show that in 1964, the cost per man-day worked in the Industry was Rs. 4.94. Wages i.e., basic wage, dearness allowance, incentive/production bonus and attendance bonus, alone accounted for about 82 per cent. of total labour cost, other important elements being social security contributions (5 per cent.) and bonuses (7 per cent.). Other components of labour cost were premium pay for over-time and late shifts, subsidies and other payments in cash and money value of concessions in kind.

Salient features of the Tanning and Leather Finishing factories in the country, as thrown up by the present Survey, are presented in Statement 9.1.

STATEMENT 9.1

Salient Features of the Tanning and Leather Finishing Industry

Particulars	Estimates for the industry, as a whole
1	2
1. Employment	
<i>Total</i>	18,757
Of which Production and Related Workers	89%
Others	11%
Women Labour	2%
<i>Production Workers (Total)</i>	16,577
Of which Time-rated	64%
Piece-rated	36%
Employed through Contractors	1%
<i>Production Workers Employed Directly (Total)</i>	16,382
Of which permanent workers	69%
Workers with service of 10 years and more	21%

STATEMENT 9.1—*contd.*

	1	2
II. Wages and Emoluments		
Average daily earnings of		
(i) All Workers (1965)	Rs. 4.66
(ii) Professional, Technical and Related Personnel (March, 1965)	Rs. 18.84
(iii) Administrative, Executive and Managerial Personnel (March, 1965)	Rs. 12.52
(iv) Clerical and Related Workers (including Supervisory)	Rs. 7.94
(v) Watch and Ward and Other Services (March, 1965)	Rs. 3.20
Proportion of		
Factories paying separate dearness allowance	9%
Factories in which the dearness allowance was linked with the Consumer Price Index Number*	51%
Factories paying production incentive bonus	1%
Factories paying annual bonus	72%
Factories paying festival bonus	5%
III. Hours of Work, etc.		
(Proportion of)		
Factories where daily hours of work were 8 or less	78%
Factories where weekly hours of work were 48 or less	98%
Factories where spread-over was up to 9 hours	73%
Factories where rest-interval was up to one hour	69%
IV. Leave and Holidays with Pay		
(Proportion of units granting)		
Earned leave	83%
Sick leave	6%
Casual leave	29%
National and festival holidays	95%
Weekly off (with pay and without pay)	98%
V. Welfare and Amenities		
(Proportion of units providing)		
Seating arrangement (out of those where workers had to do work standing)	28%
Drinking water facility	100%
Washing facility	86%
Rest shelters	9%
Canteens	4%
Latrines	94%
Urinals	29%
Labour/Welfare Officers	2%
First-aid boxes	87%
Ambulance rooms	2%
Recreation facilities	2%
Educational facilities	1%
Housing facility	15%
		100%†
VI. Social Security		
(Proportion of units having)		
Provident fund schemes	66%
Pension schemes	1%
Gratuity schemes	4%
Proportion of workers covered under Provident Fund Schemes	65%
VII. Accident Rate		
(Per thousand workers employed)	19
VIII. Industrial Relations		
Factories having trade unions	74%
Proportion of workers who were members of trade unions	60%
Units having concluded collective agreements	53%
Factories having Standing Orders	51%
Factories having Works/Joint Committees	3%
IX. Labour Cost		
Labour Cost per Man-day Worked during 1964	Rs. 4.94

*Out of those paying separate dearness allowance.

†Indicates percentage of workers housed.

APPENDIX

A Brief Note on the Sample Design and the Method of Estimation Adopted

1. Sample Design

For the Survey of Labour Conditions, a multi-stage sampling procedure with industry as a stratum, with further regional strata for those industries which were found to be highly concentrated in particular regions or areas, was followed. The registered factories belonging to those industries for which regional stratification was found necessary were stratified and each centre or area of high concentration was taken as a separate regional stratum of the industry and the remaining scattered factories were clubbed together into a single residual stratum. Establishments in an industry/regional stratum were arranged in a frequency distribution fashion with suitable class intervals and were divided into two size-groups, large factories and small factories, on the basis of an optimum cut-off point derived for each industry. The optimum cut-off point was so derived that if all the establishments in the upper size group were included in the sample, the results obtained would yield an estimate of over-all employment within 5 per cent. error at 95 per cent. confidence interval, and the sample size would be minimum. The optimum cut-off point varied from industry to industry. For the Tanning and Leather Finishing Industry it was chosen as 40 which was approximately equal to the average size of employment in the Industry. However, considering the limited resources available for the Survey of Labour Conditions and the practicability, etc., it was thought that a sample of 25 per cent. from the upper size group and 12½ per cent. from the lower size group would yield reliable results. However, the experience of earlier Surveys had shown that due to (i) non-availability of very recent frame, (ii) closures, and (iii) units changing their line of production, considerable shrinkage had occurred to the desired sample size. Hence it was decided that for taking into account such closures etc., the required sample size should be increased to allow for the above-mentioned shrinkage. Since the sample size in respect of almost all industries had been inflated to safeguard against shrinkage due to closure of units etc., substitution was resorted to only in case of abnormal closures of units, in the manner explained below:—

I. In case of such industries where the sample size had not been inflated substitution was done to replace sampled units found closed.

- (a) If the number of sampled units was 5 or less in size class of a particular stratum; or
- (b) The number of units found closed, etc., was more than 1 in a sample of 6 to 10 units of size class of particular stratum.
- (c) In cases where the sample sizes were more than 10 units, substitution was made when the extent of closures was 50 per cent. or more.

II. For industries where the sample size had already been inflated, substitution was done only if the extent of closures was 50 per cent. or more irrespective of the size of the sample unless such a high rate was already noticed in the Second Occupational Wage Survey and consequently taken into account in fixing the sample size.

The ultimate sampling units, namely registered factories, within an industry/regional stratum were arranged by contiguous States and within each State by contiguous districts in serpentine fashion so that districts formed a continuous chain from one State to another. Having arranged the list of units in the above manner, the units above the optimum cut-off point were taken in the upper-size class and the rest in the lower-size class. From these size-groups, the required number of units were selected by systematic sampling with a random start. The frame on the basis of which the sample was selected in the case of Tanning and Leather Finishing factories was the list of registered factories for the year 1963.*

2. Method of Estimation

In the course of the Survey, various characteristics were studied, some of which were correlated with employment whereas there were others which were not correlated with employment but with the number of establishments. Consequently, two different methods were used for working out estimates.

For estimating the totals of those characteristics which are highly correlated with employment such as labour cost, etc., ratio of total employment was used as the blowing up factor. For estimating the totals of those characteristics which are not correlated with employment such as, number of units providing certain welfare facilities, etc., the ratio of units was used as the blowing up factor. Estimates of percentages have been arrived at by computing in each case the ratio of the estimates of the totals for the two characteristics involved.

More precisely, the estimate for the total (for all-India) of a particular characteristic not correlated with employment in the industry has been obtained as:—

$$X = \frac{N_u - N'_u}{n_u - n'_u} \epsilon_i X_{iu} + \frac{N_1 - N'_1}{n_1 - n'_1} \epsilon_i X_{i1} \dots \dots (i)$$

The summation extending over all the sampled units surveyed in the stratum.

- Where X = the estimated total of the X -characteristic for a particular stratum.
- N_u and N_1 = the number of units in the original population as featuring in the 1963 list, which was used as frame, in the upper and lower size groups respectively of the stratum.
- N'_u and N'_1 = the number of units which featured in the 1963 list but were not featuring in the list relating to the period more or less coinciding with the period of the Survey in the upper and lower size-groups respectively, of the stratum.

*For Andhra Pradesh and Maharashtra the lists related to the year 1962.

- n_u and n_l = the total number of units in the sample (from 1963 list) in the upper and lower size groups respectively of the stratum.
- n'_u and n'_l = the number of sampled units, which were found at the time of the Survey to be closed or to have changed the line of production and hence left out in the upper and lower size groups respectively of the stratum.
- X_{iu} and X_{il} = the total of the characteristic X in the i th sample unit of the upper and lower size groups respectively of the stratum.

In any stratum the estimate for the characteristic— Y correlated with employment is given by

$$Y = \frac{E_{Nu-N'u}}{E_{nu-n'u}} \cdot Y_{iu} + \frac{E_{Nl-N'l}}{E_{nl-n'l}} \cdot Y_{il} \quad \dots \quad (ii)$$

The summation extending over all the sampled units surveyed in the 'stratum.

Where Y = the estimated total of the characteristic— Y for a particular stratum

$E_{Nu-N'u}$ and $E_{Nl-N'l}$ = the total employment in 1963 in $N_u-N'_u$ and $N_l-N'_l$ units respectively, of the stratum.

$E_{nu-n'u}$ and $E_{nl-n'l}$ = the total employment in 1963 in $n_u-n'_u$ and $n_l-n'_l$ sampled units respectively of the stratum.

Y_{iu} and Y_{il} = the total of characteristic Y in the i th sample unit of the upper and lower size groups respectively of the stratum.

The totals for an industry are obtained by summing up the totals obtained on the basis of the above formulae for each one of the strata of an industry.

Published Reports on Survey of Labour Conditions

No.	Symbol	Title of the Report	Year of Publication	Price
				Rs. P.
1	DLB-41/1000	Report on Survey of Labour Conditions in Silk Factories in India.	1964	5-50 or 12 Sh. 10 d. or 1 \$ 98 cents.
2	DLB-46/1000	Report on Survey of Labour Conditions in Woollen Factories in India.	1964	3-60 or 8 Sh. 5 d. or 1 \$ 30 cents.
3	DLB-45/850	Report on Survey of Labour Conditions in Agricultural Implements Factories in India.	1964	3-20 or 7 Sh. 6 d. or 1 \$ 16 cents.
4	DLB-53/1050	Report on Survey of Labour Conditions in Machine Tool Factories in India.	1965	4-20 or 9 Sh. 10 d. or 1 \$ 52 cents.
5	DLB-56/850	Report on Survey of Labour Conditions in Bicycle Factories in India.	1965	3-50 or 8 Sh. 4 d. or 1 \$ 28 cents.
6	DLB-55/900	Report on Survey of Labour Conditions in Bolts, Nuts, Nails, Springs and Chains Factories in India.	1965	3-85 or 9 Sh. or 1 \$ 39 cents.
7	DLB-69/800	Report on Survey of Labour Conditions in Electrical Machinery Factories in India.	1965	3-00 or 7 Sh. or 1 \$ 8 cents.
8	DLB-71/800	Report on Survey of Labour Conditions in Textile Machinery and Accessories Manufacturing Factories in India.	1965	2-80 or 6 Sh. 7 d. or 1 \$ 1 cent.
9	DLB-61/950	Report on Survey of Labour Conditions in Cement Factories in India.	1965	3-20 or 7 Sh. 6 d. or 1 \$ 16 cents.
10	DLB-60/800	Report on Survey of Labour Conditions in Rubber Plantations in India.	1965	4-40 or 10 Sh. 4 d. or 1 \$ 59 cents.
11	DLB-62/800	Report on Survey of Labour Conditions in Metal Extracting and Refining Factories in India.	1965	4-20 9 Sh. 10 d. or 1 \$ 52 cents.
12	DLB-40/1050	Report on Survey of Labour Conditions in Jute Factories in India.	1965	6-20 or 14 Sh. 7 d. or 2 \$ 25 cents.
13	DLB-63/800	Report on Survey of Labour Conditions in Metal Founding Factories in India.	1966	3-15 or 7 Sh. 5 d. or 1 \$ 14 cents.

Published Reports on Survey of Labour Conditions—contd.

			Rs. P.
14	DLB-70/850	Report on Survey of Labour Conditions in Motor Vehicle Manufacturing and Repairing Factories in India.	1966 4-00 or 9 Sh. 4 d. or 1 \$ 44 cents.
15	DLB-87/800	Report on Survey of Labour Conditions in Railway Workshops in India.	1966 3-15 or 7 Sh. 5 d. or 1 \$ 14 cents.
16	DLB-74/800	Report on Survey of Labour Conditions in Metal Rolling Factories in India.	1966 3-40 or 8 Sh. or 1 \$ 23 cents.
17	DLB-109/800	Report on Survey of Labour Conditions in Manganese Mining Industry in India.	1967 4-85 or 11 Sh. 4 d. or 1 \$ 75 cents.
18	DLB-97/800	Report on Survey of Labour Conditions in Mica Mining Industry in India.	1967 4-30 or 10 Sh. 1 d. or 1 \$ 55 cents.
19	DLB-113/700	Report on Survey of Labour Conditions in Gold Mines in India.	1967 2-70 or 6 Sh. 4 d. or 98 cents.
20	DLB-78/950	Report on Survey of Labour Conditions in Cotton Textile Factories in India.	1967 7-00 or 16 Sh. 4 d. or 2 \$ 52 cents.
21	DLB-105/800	Report on Survey of Labour Conditions in Coffee Plantations in India.	1967 3-45 or 8 Sh. 1 d. or 1 \$ 25 cents.
22	DLB-112/950	Report on Survey of Labour Conditions in Sugar Factories in India.	1967 4-50 or 10 Sh. 6 d. or 1 \$ 62 cents.
23	DLB-117/930	Report on Survey of Labour Conditions in Tea Plantations and Tea Factories in India.	1967 4-40 or 10 Sh. 4 d. or 1 \$ 59 cents.
24	DLB-118/900	Report on Survey of Labour Conditions in Coal Mining Industry in India.	1967 7-75 or 18 Sh. or 2 \$ 79 cents.
25	DLB-107/800	Report on Survey of Labour Conditions in Iron Ore Mining Industry in India.	1968 3-60 or 8 Sh. 5 d. or 1 \$ 30 cents.
26	DLB-110/800	Report on Survey of Labour Conditions in Ship Building and Repairing Factories in India.	1968 3-45 or 8 Sh. 1 d. or 1 \$ 25 cents.

